

May 2007

Approved Interim Salary Action

**STIPEND FOR BARBARA A. HORWITZ AS ACTING PROVOST AND EXECUTIVE VICE
CHANCELLOR, DAVIS CAMPUS**

Action under interim authority was requested for the compensation of Barbara A. Horwitz as the campus has an immediate need to fill this high level position on an acting basis due to the incumbent's departure effective July 1, 2007.

Compensation:

- (1) An administrative stipend of 15 percent (\$34,900) to increase her current base salary of \$232,400, to a total annual salary of \$267,300 (Salary Grade 111: Minimum \$260,400 Midpoint \$334,600 Maximum \$408,700).
- (2) Effective July 1, 2007 through June 30, 2008, or until the effective date of the appointment of a permanent Provost and Executive Vice Chancellor, whichever occurs first.
- (3) If an adjustment to the base salary is made prior to the termination of this interim role, the 15 percent stipend will be recalculated against the new base salary.
- (4) As an exception to policy, an automobile allowance of \$8,916 per year due to the expectation that Ms. Horwitz will be serving at 100 percent time for at least one full year performing the full scope of this position which, on a permanent basis, is eligible under policy for automobile allowance.

Additional items of compensation include:

- Standard Pension and Health and Welfare benefits and standard Senior Management benefits, including Senior Management Life Insurance, Executive Business Travel Insurance, and Executive Salary Continuation for Disability.
- 0 percent tenured faculty position and accrual of sabbatical credits.

The compensation described above shall constitute the University's total commitment until modified by The Regents and shall supersede all previous oral or written commitments.

BACKGROUND

Ms. Horwitz has served as Vice Provost-Academic Personnel since July 2001 and concurrently holds a faculty position as Professor of Neurobiology, Physiology, and Behavior in the College of Biological Sciences and Professor of Human Physiology in the School of Medicine. In her current administrative role, she is a member of the Chancellor's cabinet and has represented Provost Hinshaw at the Council of Vice Chancellors meetings in her absence. She is a highly respected, seasoned administrator and scholar who has the background and skills needed to assume this critically important and demanding acting position.

Virginia Hinshaw, current Provost and Executive Vice Chancellor, has accepted the position of Chancellor of the University of Hawaii at Manoa, effective July 1, 2007. In recognition of Ms. Horwitz's role as Acting Provost and Executive Vice Chancellor, an administrative stipend of 15 percent (\$34,900) to increase her current base salary of \$232,400 to a total annual salary of \$267,300 is recommended. In addition, as an exception to policy, an automobile allowance of \$8,916 per year is also recommended due to the expectation that Ms. Horwitz will be serving at 100 percent time for at least one full year performing the full scope of this position which, on a permanent basis, is eligible under policy for automobile allowance.

[Compensation form attached]

**COMPENSATION FOR
BARBARA HORWITZ , ACTING PROVOST AND EXECUTIVE VICE CHANCELLOR, DAVIS CAMPUS
Position Slotted in Grade 111 – Minimum \$260,400, Midpoint \$334,600, Maximum \$408,700**

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary (see note below)	YES		\$232,400	NO	REGENTS
· Health Sciences Compensation Plan		NO			
· Additional Salary (Stipend, add-ons, etc.)	YES		\$34,900	NO	REGENTS
· Clinical Enterprise Management Recognition Plan		NO			
· Any other bonuses/Incentives		NO			
· Annual Incentive Plan (Treasurer's Office only)		NO			
· Senior Management Supplemental Benefit Program - eligible to receive 5% as contribution to retirement plan for total annual amount at current base salary		NO			
BENEFITS AND PERQUISITES					
· Standard Benefits Package (Health, UCRP, Vision, Dental, etc.)	YES				
· Automobile Allowance per year	YES		\$8,916	YES	REGENTS
· Leased Automobile		NO			
· Senior Manager Life Insurance	YES			NO	
· Executive Business Travel Insurance	YES			NO	
· Exec. Salary Continuation for Disability	YES			NO	
· Mortgage Origination Program (MOP) Loan		NO			
· Supplemental Home Loan Program (SHLP)		NO			
· University-provided Housing (President/Chancellors)		NO			
· Educational Expenses		NO			
· Other Perqs - please list below		NO			
ONE-TIME PAYMENTS/REIMBURSEMENTS					
· Payment in Lieu of Sabbatical Pay		NO			
· Relocation Allowance		NO			
· Temporary Housing Allowance		NO			
· Payment in lieu of Vacation Pay		NO			
· Moving Expenses/Movement of Household Goods		NO			
· Other Payments - please list below		NO			

BARBARA HORWITZ , ACTING PROVOST AND EXECUTIVE VICE CHANCELLOR, DAVIS CAMPUS
Position Slotted in Grade 111 – Minimum \$260,400, Midpoint \$334,600, Maximum \$408,700

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
FUTURE BENEFITS					
· Post-retirement Employment Agreements		NO			
· Consultant/Independent Contractor Compensation Agreement		NO			
· Severance/Separation Agreement		NO			
· Sabbatical/Administrative Leave	YES			NO	
· Special Health Benefits or Other Benefits		NO			
· Other Benefits - please list below					
OTHER					
· Administrative Fund Allocation		NO			
· Corporate Board Service		NO			
· Other (Specify) –See below under OTHER	YES			NO	
TOTAL ANNUAL EMPLOYEE COMPENSATION (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other)			\$276,216		

[Please note that all payments, reimbursements, special benefits, etc. should be listed on this form in order to be authorized by the President and The Regents. This information will be released to the Public]

The only compensation permitted is what is listed on the summary page that accompanied the item.

OTHER: For the duration of her appointment as Interim Provost and Executive Vice Chancellor, Ms. Horwitz would receive research funding in the amount of \$142,400 per year to support a laboratory manager and laboratory technician.