

**APPROVED**

**CHAIRMAN OF THE BOARD  
CHAIRMAN OF THE COMMITTEE ON COMPENSATION  
PRESIDENT OF THE UNIVERSITY**

**ACTION UNDER INTERIM AUTHORITY – STIPEND FOR MICHAEL S. ISAACSON AS ACTING DEAN-  
BASKIN SCHOOL OF ENGINEERING, SANTA CRUZ CAMPUS**

Action under interim was approved for the compensation of Michael S. Isaacson as the campus has an immediate need to fill this important position on an acting basis due to the incumbent's departure effective February 28, 2007.

The following items in connection with the stipend have been approved for Michael S. Isaacson as Acting Dean-Baskin School of Engineering, Santa Cruz campus:

- (1) An administrative stipend of 15 percent (\$27,100) to increase his adjusted academic salary of \$180,700 (inclusive of 3 summer ninths consistent with previous year's summer research) for an annual salary of \$207,800.
- (2) If an adjustment to the adjusted academic base salary is made prior to the termination of this acting role, the 15.0 percent stipend will be recalculated against the new annualized academic base salary.
- (3) As an exception to policy, this appointment is effective March 1, 2007, through June 30 2008, or until the appointment of a permanent Dean-Baskin School of Engineering, whichever occurs first, and is at 100 percent time.

Additional items of compensation include:

- Per Policy, Standard Pension and Health & Welfare Benefits
- Per Policy, eligible for 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**

Mr. Isaacson is an excellent appointee to the acting position. He has taken on a number of important administrative assignments including serving as Science Director at the University Affiliated Research Center, Associate Dean for Graduate Studies and Research in the Baskin School of Engineering, Department Chair of Electrical Engineering, and, most recently, Acting Dean of the Baskin School of Engineering from January 1, 2006 through June 30, 2006. This Acting Dean appointment is a result of Former Dean Kang's recent appointment as Chancellor of UC Merced and subsequent resignation from the Santa Cruz campus. The Campus did not have advance knowledge of the departure of Mr. Kang and so was unable to meet the deadline for the March Regents' meeting.

[Compensation form attached.]

**COMPENSATION FOR MICHAEL S. ISAACSON AS ACTING DEAN-BASKIN SCHOOL OF ENGINEERING  
SANTA CRUZ CAMPUS**

**SLCG Grade 107 – Minimum \$167,600 Midpoint \$212,700 Maximum \$257,800**

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
<b>SALARY AND OTHER CASH PAYMENTS</b>					
· Adjusted Academic Base Salary (3 summer ninths)	YES		180,700	NO	Regents
· Health Sciences Compensation Plan		NO			
· Additional Salary (Stipend, add-ons, etc.)	YES		27,100	NO	Regents
· Clinical Enterprise Management Recognition Plan- up to 20% *example payout calculated at maximum of 20%		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			
<b>BENEFITS AND PERQUISITES</b>					
· Standard Benefits Package (Health, UCRP, Vision, Dental, etc.)	YES			NO	
· Automobile Allowance		NO			
· Leased Automobile		NO			
· Senior Manager Life Insurance		NO			
· Executive Business Travel Insurance		NO			
· Exec. Salary Continuation for Disability		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			
<b>ONE-TIME PAYMENTS/REIMBURSEMENTS</b>					
· Payment in Lieu of Sabbatical Pay		NO			
· Relocation Allowance - 25%		NO			
· Temporary Housing Allowance - 1 month per policy		NO			
· Payment in lieu of Vacation Pay		NO			
· Moving Expenses/Movement of Household Goods		NO			

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
<b>FUTURE BENEFITS</b>					
· Post-retirement Employment Agreements		NO			
· Consultant/Independent Contractor Compensation Agreement		NO			
· Severance/Separation Agreement		NO			
· Sabbatical/Administrative Leave	YES		Tenured faculty member; future sabbatical in accordance with APM 740, 758	NO	
· Special Health Benefits or Other Benefits		NO			
<b>OTHER</b>					
· Administrative Fund Allocation		NO			
· Corporate Board Service		NO			
· Other (Specify): Appointment length over 12 months	YES			YES	Regents
· Other Specify): Stipend subject to recalculation to maintain 15% rate if base professorial salary increases	YES			NO	Regents
<b>TOTAL ANNUAL EMPLOYEE COMPENSATION</b> (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other)			\$207,800		

[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.