

**May 2007**

**Approved Interim Salary Action**

**RESLOTING OF THE POSITION AND APPOINTMENT SALARY FOR DAVID W. STEWART AS DEAN – A. GARY ANDERSON GRADUATE SCHOOL OF MANAGEMENT, RIVERSIDE CAMPUS**

Action under interim authority was requested for the appointment of Mr. David W. Stewart as the campus has an immediate need to fill this position following recruitment.

**Compensation:**

- (1) Change in slotting from SLCG grade 109 to SLCG grade 111: Minimum \$260,400, Midpoint \$334,600, Maximum \$408,700, as recommended by Mercer Human Resource Consulting.
- (2) Appointment salary of \$370,000, 100% time.
- (3) Effective date of July 1, 2007 upon approval by The Regents.

Additional items of compensation include:

- Per policy, standard Pension and Health and Welfare benefits and standard Senior Management benefits including Senior Manager Life Insurance, Executive Business Travel Insurance, and Executive Salary Continuation for Disability. This does not include Senior Management Supplemental Benefit Program participation.
- Per policy, eligibility to participate in Mortgage Origination Program (MOP).
- Per policy, moving expenses up to 100 percent of allowable expenses.
- Per policy, eligibility for sabbatical accrual benefits.

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. All compensation (as defined in the Regents' 1993 Principles for Review of Executive Compensation) in this recommendation will be released to the public immediately following execution.

**BACKGROUND**

Mr. Stewart is a highly qualified individual, who comes with the skills needed to lead the A. Gary Anderson Graduate School of Management. In this role, he will be responsible for developing a strategic vision and devising a plan for implementation including developing innovative courses and programs and recruiting and retaining competitive students.

The campus conducted a nationwide search for the business school dean position and Mr. Stewart was selected as the campus' top candidate. He has extensive knowledge and experience as a business school administrator and the campus believes that Mr. Stewart is the right person to move its business school toward first-tier status.

[Compensation form attached]

**COMPENSATION FOR DAVID W. STEWART AS DEAN – A. GARY ANDERSON GRADUATE SCHOOL OF MANAGEMENT,  
RIVERSIDE CAMPUS**

**Proposed Position Slotting to 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			
<b>SALARY AND OTHER CASH PAYMENTS</b>					
· Annual Base Salary	X		\$370,000	NO	REGENTS
· Health Sciences Compensation Plan		X			
· Additional Salary (Stipend, add-ons, etc.)		X			
· Clinical Enterprise Management Recognition Plan- up to 20%		X			
*example payout calculated at 20%					
· Any other bonuses/Incentives		X			
· Annual Incentive Plan (Treasurer's Office only)		X			
· Senior Management Supplemental Benefit Program - eligible to receive 5% as contribution to retirement plan for total annual amount at current base salary		X			
<b>BENEFITS AND PERQUISITES</b>					
· Standard Benefits Package (Health, UCRP, Vision, Dental, etc.)	X			NO	
· Automobile Allowance		X			
· Leased Automobile		X			
· Senior Manager Life Insurance	X			NO	
· Executive Business Travel Insurance	X			NO	
· Exec. Salary Continuation for Disability	X			NO	
· Mortgage Origination Program (MOP) Loan	X			NO	
· Supplemental Home Loan Program (SHLP)		X			
· University-provided Housing President/Chancellors)		X			
· Educational Expenses		X			
· Other Perqs – please list below		X			
<b>ONE-TIME PAYMENTS/REIMBURSEMENTS</b>					
· Payment in Lieu of Sabbatical Pay		X			
· Relocation Allowance		X			
· Temporary Housing Allowance - 1 month per policy		X			
· Payment in lieu of Vacation Pay		X			
· Moving Expenses/Movement of Household Goods	X			NO	
Two coach-fare house-hunting trips		X			

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
<b>FUTURE BENEFITS</b>					
· Post-retirement Employment Agreements		X			
· Consultant/Independent Contractor Compensation Agreement		X			
· Severance/Separation Agreement		X			
· Sabbatical/Administrative Leave	X			NO	
· Special Health Benefits or Other Benefits		X			
<b>OTHER</b>					
· Administrative Fund Allocation		X			
· Corporate Board Service		X			
· Other (Specify)		X			
<b>TOTAL ANNUAL EMPLOYEE COMPENSATION</b> (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other)					
			\$370,000		

[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.