

June 2007

APPROVED

APPOINTMENT SALARY FOR THOMAS M. PUTNAM AS ASSOCIATE VICE CHANCELLOR-INFORMATION TECHNOLOGY AND CHIEF INFORMATION OFFICER, SANTA BARBARA CAMPUS

Action under interim authority was requested as the campus wishes to make an offer to Mr. Putnam as quickly as possible.

Compensation:

- (1) Reslotting of position Associate Vice Chancellor, Information Technology and Chief Information Officer into SLCG grade 107 (Minimum \$167,600 Midpoint \$212,700 Maximum \$257,800).
- (2) Appointment salary of Thomas M. Putnam as Associate Vice Chancellor, Information Technology and Chief Information Officer at an annual base salary of \$200,000, 100 percent time.
- (3) Per policy, one house-hunting trip, not to exceed four days for Mr. Putnam and his spouse. Coach air fare, meals and lodging will be reimbursed up to \$2,500.
- (4) Per policy, reimbursement of 100 percent of the actual moving expenses up to \$10,000.
- (5) Per policy, 25 percent (\$50,000) lump sum relocation allowance, subject to a pro-rated repayment requirement in the event that Mr. Putnam resigns within the first four years of employment. This allowance is to assist with offsetting additional expenses relative to the sale and purchase of housing and the extraordinary expenses associated with the relocation to a higher cost housing market.
- (6) Per policy, eligibility to participate in the Mortgage Origination Program Loan (MOP).
- (7) Per policy, 5 percent monthly contribution to the Senior Management Supplemental Benefit Program.
- (8) Effective July 1, 2007.

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.

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 approval by The Regents.

BACKGROUND

Following an extensive national search, Mr. Putnam has been selected as the best qualified candidate to fulfill the responsibilities of the Associate Vice Chancellor-Information Technology and Chief Information Officer at the Santa Barbara Campus. At UC Santa Barbara, Mr. Putnam will oversee campus-wide computing operations in the Office of Information Systems and Technology OIST, a combined organization which will be comprised of the current Office of Information Technology and Information Systems and Computing (IS&C).

**COMPENSATION FOR THOMAS M. PUTNAM AS ASSOCIATE VICE CHANCELLOR-INFORMATION TECHNOLOGY
AND CHIEF INFORMATION OFFICER, SANTA BARBARA CAMPUS**

Position Slotted in 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			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	X		\$200,000	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		\$10,000	NO	REGENTS
BENEFITS AND PERQUISITES					
· Standard Benefits Package (Health, UCRP, Vision, Dental, etc.)	X			NO	REGENTS
· Automobile Allowance		X			
· Leased Automobile		X			
· Senior Manager Life Insurance	X			NO	REGENTS
· Executive Business Travel Insurance	X			NO	REGENTS
· Exec. Salary Continuation for Disability	X			NO	REGENTS
· Mortgage Origination Program (MOP) Loan		X			
· Supplemental Home Loan Program (SHLP)		X			
· University-provided Housing President/Chancellors)		X			
· Educational Expenses		X			
· Other Perqs – please list below		X			
ONE-TIME PAYMENTS/REIMBURSEMENTS					
· Payment in Lieu of Sabbatical Pay		X			
· Relocation Allowance	X		\$50,000	NO	REGENTS
· Temporary Housing Allowance - 1 month per policy		X			
· Payment in lieu of Vacation Pay		X			
· Moving Expenses/Movement of Household Goods – up to \$10,000	X			NO	REGENTS
· House hunting trip for Mr. Putnam and his family, not to exceed 4 days; up to \$2,500	X			NO	REGENTS

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
FUTURE BENEFITS					
· Post-retirement Employment Agreements		X			
· Consultant/Independent Contractor Compensation Agreement		X			
· Severance/Separation Agreement		X			
· Sabbatical/Administrative Leave		X			
· Special Health Benefits or Other Benefits		X			
OTHER					
· Administrative Fund Allocation		X			
· Corporate Board Service		X			
· Other (Specify)		X			
TOTAL ANNUAL EMPLOYEE COMPENSATION (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other)			\$250,000		

[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.