

COMMITTEE ON COMPENSATION
APPROVED

August 2007

**APPOINTMENT SALARY FOR FELICIA E. MCGINTY AS VICE CHANCELLOR –
STUDENT AFFAIRS, SANTA CRUZ CAMPUS**

Action under interim authority was requested for the appointment of Felicia E. McGinty as Vice Chancellor – Student Affairs, Santa Cruz campus. This request was in response to an immediate need to fill this position and the need for Ms. McGinty to provide adequate notice to her current employer.

Compensation:

- (1) Appointment salary of \$200,000.
(Salary Grade 108: Minimum \$187,100, Midpoint \$238,200, Maximum \$289,300)
- (2) This appointment is 100 percent time and effective September 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.
- Per policy, 5 percent monthly contribution to the Senior Management Supplemental Benefit Program.
- Per policy, eligibility for a Mortgage Origination Program loan for an amount of up to \$1,000,000.
- Per policy, a relocation allowance of \$50,000 (25 percent) with a contingent repayment schedule.
- Per policy, reimbursement of moving expenses up to a maximum of \$20,000.

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

After conducting a national search, the Santa Cruz campus recommended that Felicia McGinty, be appointed to the position of Vice Chancellor – Student Affairs. Due to the high cost of living in Santa Cruz, the campus requested the maximum allowable relocation allowance in this case.

The salary and the relocation allowance were necessary for Ms. McGinty to make the move to Santa Cruz.

[Compensation form attached.]

**COMPENSATION FOR FELICIA E. MCGINTY AS VICE CHANCELLOR – STUDENT AFFAIRS
SANTA CRUZ CAMPUS**

Position Slotted in Grade 108 – Minimum \$187,100, Midpoint \$238,200, Maximum \$289,300

Effective September 1, 2007 pending approval by The Regents

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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	
· Health Sciences Compensation Plan		X			
· Additional Salary (Stipend, add-ons, etc.)		X			
· Clinical Enterprise Management Recognition Plan- up to 20%		X			
· 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	
BENEFITS AND PERQUISITES					
· Standard Benefits Package (Health, UCRP, Vision, Dental, etc.)	X			NO	
· Automobile Allowance		X			
· Leased Automobile		X			
· Senior Manager Life Insurance	X				
· Executive Business Travel Insurance	X				
· Exec. Salary Continuation for Disability	X				
· Mortgage Origination Program (MOP) Loan (not to exceed \$1,000,000)	X			NO	REGENTS
· 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 – 100% of covered expenses (not to exceed \$20,000)	X			NO	CAMPUS

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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)			\$260,000		REGENTS

[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.