

COMMITTEE ON COMPENSATION

SEPTEMBER 2007

APPOINTMENT SALARY FOR NICHOLAS P. JEWELL AS VICE PROVOST – ACADEMIC PERSONNEL, OFFICE OF THE PRESIDENT

RECOMMENDATION

The President recommends that the Committee on Compensation recommend to The Regents approval of the following items in connection with the appointment salary for Nicholas P. Jewell as Vice Provost – Academic Personnel:

- (1) Appointment salary of \$263,750.
- (2) Appointment is at 100 percent time and is effective September 1, 2007, pending approval of 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.
- Continuation of faculty appointment at 0 percent in School of Public Health, Berkeley campus.
- Per policy, accrual of sabbatical credits as a member of the faculty.
- Per policy, ineligible to participate in the merit/equity program until October 1, 2008.
- Per policy, ineligible to participate in the Senior Management Supplemental Benefit Program.

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

Nicholas P. Jewell is a distinguished professor of Biostatistics and Statistics at the Berkeley campus, with an international reputation in statistical methods related to infectious diseases, including HIV, and in biostatistical techniques in epidemiological data analysis. He served on the Berkeley campus academic personnel committee for three years, the last year as Chair, and then as Vice Provost for six years, from 1994 through 2000. Among his responsibilities in the latter position were final review and approval of academic personnel actions and development and implementation of local campus policies and procedures. This experience allowed him to understand academic personnel issues from both the faculty and administrative points of view and make him extremely well qualified for the position of Vice Provost – Academic Personnel.

[Compensation form attached.]

**COMPENSATION FOR NICHOLAS P. JEWELL AS VICE PROVOST - ACADEMIC PERSONNEL,
OFFICE OF THE PRESIDENT**

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

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	X		\$263,750	NO	REGENTS
· Health Sciences Compensation Plan		X			
· Additional Salary (Stipend, add-ons, etc.)		X			
· Clinical Enterprise Management Recognition Plan- up to 20% *average payout is 15%		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			
BENEFITS AND PERQUISITES					
· 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			
· 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 - 25%		X			
· Temporary Housing Allowance - 1 month per policy		X			
· Payment in lieu of Vacation Pay		X			
· Moving Expenses/Movement of Household Goods		X			

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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			NO	
· 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)			\$263,750		

[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.