



OFFICE OF THE PRESIDENT

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November 10, 2008

APPROVED

ACTION UNDER INTERIM AUTHORITY - REAPPOINTMENT AND STIPEND FOR DAVID MARSHALL AS EXECUTIVE DEAN, COLLEGE OF LETTERS AND SCIENCE AND DEAN, DIVISION OF HUMANITIES AND FINE ARTS, COLLEGE OF LETTERS AND SCIENCE, SANTA BARBARA CAMPUS

RECOMMENDATION

It is recommended that the following items in connection with the reappointment of David Marshall as Executive Dean, College of Letters and Sciences, Santa Barbara Campus:

- (1) Per policy, an administrative stipend of \$40,000 (18.4 percent) as Executive Dean, College of Letters and Science, increasing the current base salary of \$217,900 to a total compensation of \$257,900 (SLCG 107: Minimum \$172,300, Midpoint \$218,700, Maximum \$265,000). This stipend amount is consistent with the new SMG policy that dictates that appointment salaries will be within the salary range.
- (2) Effective October 1, 2008 and for a period of up to three years.

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits, and standard senior management benefits (including senior management life insurance, executive business travel insurance and executive salary continuation for disability).
- Per policy, ineligible to receive the Senior Management Supplemental Benefit.
- Per policy, accrual of sabbatical credits as a member of faculty.

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 of Review of Executive

Compensation) in this recommendation will be released to the public immediately following execution.

BACKGROUND

The Santa Barbara campus is requesting approval to reappointment David Marshall as Executive Dean, College of Letters and Science. Action under interim authority is requested. This request is in response to the immediate need to secure Dean Marshall's continued service in this position. Dean Marshall has served as the current Executive Dean of the College of Letters and Science since October 1, 2005, when the Executive Dean position was first established, and Dean of the Division of Humanities and Fine Arts, College of Letters and Science since 1998.

**COMPENSATION FOR DAVID MARSHALL AS EXECUTIVE DEAN, COLLEGE OF LETTERS AND SCIENCE
SANTA BARBARA CAMPUS**

SMG 107 Minimum \$172,300 Midpoint \$218,700 Maximum \$265,000

Page 1 of 2

ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	YES		\$217,900	NO	REGENTS
· Health Sciences Compensation Plan		NO			
· Additional Salary (Stipend, add-ons, etc.)	YES		\$40,000	NO	REGENTS
· Clinical Enterprise Management Recognition Plan		NO			
· Any other bonuses/Incentives		NO			
· Annual Incentive Plan (Treasurer's Office only)		NO			
· Senior Management Supplemental Benefit Program		NO			
BENEFITS AND PERQUISITES					
· 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			
ONE-TIME PAYMENTS/REIMBURSEMENTS					
· 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			
· House hunting trip		NO			

**COMPENSATION FOR DAVID MARSHALL AS EXECUTIVE DEAN, COLLEGE OF LETTERS AND SCIENCE
SANTA BARBARA CAMPUS**

SMG 107 Minimum \$172,300 Midpoint \$218,700 Maximum \$265,000

Page 2 of 2

ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
FUTURE BENEFITS					
· Post-retirement Employment Agreements		NO			
· Consultant/Independent Contractor Compensation Agreement		NO			
· Severance/Separation Agreement		NO			
· Sabbatical/Administrative Leave		NO			
· Special Health Benefits or Other Benefits		NO			
OTHER					
· Administrative Fund Allocation		NO			
· Corporate Board Service		NO			
· Other (Specify)		NO			
TOTAL ANNUAL EMPLOYEE COMPENSATION (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other)			\$ 257,900		

[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.]