

**COMMITTEE ON COMPENSATION
JANUARY 2008**

**STIPEND EXTENSION FOR CHRISTINA MASLACH AS ACTING DEAN –
UNDERGRADUATE DIVISION, BERKELEY CAMPUS**

The President recommended that the Committee on Compensation recommend to The Regents approval of the following items in connection with the extension of the stipend for Christina Maslach as Acting Dean – Undergraduate Division, Berkeley campus:

- (1) Per policy, administrative stipend of 15.0 percent (\$27,000) to increase her base salary of \$180,300 for an annual salary of \$207,300 (SLCG Grade 106: Minimum \$154,200, Midpoint \$195,200, Maximum \$236,100).
- (2) If an adjustment to the base salary is made prior to the termination of this acting role, the stipend will be recalculated based on the new base salary such that it remains at 15.0 percent of the new annual base salary.
- (3) As an exception to policy this acting appointment will be effective January 1, 2008 and continue through June 30, 2008 or until a new Dean assumes the position, whichever occurs first (pending approval by The Regents). This change extends the acting appointment, with stipend, beyond the one year allowed by policy, for a total duration of two years. This extension will allow her to serve until the search is concluded.

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, Executive Salary Continuation for Disability
- Per policy, accrual of sabbatical credits as a member of faculty.
- Per policy, ineligible for participation in the Senior Management Supplemental Benefit Program due to dual appointment 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.

BACKGROUND

The prior Dean left to accept the position of Provost and Vice Chancellor for Academic Affairs at the University of Tennessee effective July 1, 2006. Ms. Maslach is currently Vice Provost for Undergraduate Education and Instructional Technology, but has concurrently been serving as Acting Dean since July 1, 2006. The campus used academic year 2006-07 to assess whether these two positions should be realigned, but has decided not to make any changes to the organizational structure. The campus is conducting an internal search for the position, and it is not expected that someone will be selected in time to assume the position effective January 1, 2008. As an exception to policy, the campus is requesting an extension of the 15 percent stipend through June

30, 2008, or until a new Dean is selected and able to assume the position, whichever occurs first. A \$25,000 research fund, prorated for months served, will be provided in accordance with University policy.

[Compensation form attached.]

**COMPENSATION FOR CHRISTINA MASLACH, ACTING DEAN - UNDERGRADUATE DIVISION
BERKELEY CAMPUS**

Position slotted in Grade 106 - Minimum \$154,200, Midpoint \$195,200, Maximum \$236,200

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	X		180,300	NO	
· Health Sciences Compensation Plan		X			
· Additional Salary (Stipend, add-ons, etc.): This stipend is an exception to policy due to the duration of the acting appointment, not the amount of the stipend.	X		27,000	YES	REGENTS
· Clinical Enterprise Management Recognition Plan- up to 20% *example payout calculated at 20%		X			
· Any other bonuses/Incentives:		X			
· Annual Incentive Plan (Treasurer's Office only) - per plan design awards are paid out in equal increments over a three year period.		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		X			
· Temporary Housing Allowance - 1 month per policy		X			
· Payment in lieu of Vacation Pay		X			
· Moving Expenses/Movement of Household Goods		X			

**COMPENSATION FOR CHRISTINA MASLACH, ACTING DEAN - UNDERGRADUATE DIVISION
BERKELEY CAMPUS**

Position slotted in Grade 106 - Minimum \$154,200, Midpoint \$195,200, Maximum \$236,200

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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)			\$207,300		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.