

**COMMITTEE ON COMPENSATION  
JULY 18, 2007**

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

**RECOMMENDATION**

The Committee on Compensation recommends 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) An extension of her current administrative stipend of \$26,000 (15.0 percent) to increase her base salary of \$173,400 for an annual salary of \$199,400 (SLCG Grade 106: Minimum \$150,000, Midpoint \$189,900, Maximum \$229,700).
- (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.
- (3) As an exception to policy the stipend extension will be effective July 1, 2007 through December 31, 2007, or until a new Dean assumes the position, whichever occurs first (pending approval by The Regents). This change extends the acting appointment beyond the one year allowed by policy, for a total duration of one and one half 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 also been serving as Acting Dean concurrent with her service as Vice Provost for the period July 1, 2006 through June 30, 2007.

The campus has taken this past year to assess whether these two positions should be realigned, but has decided not to make any changes to the organizational structure. The campus has just begun an internal

search for the position, and it is not expected that someone will be selected in time to assume the position effective July 1, 2007. As an exception to policy, the campus is requesting an extension of the 15 percent stipend through December 31, 2007, or until a new Dean is selected and able to assume the position, whichever occurs first.

[Compensation form attached.]

**COMPENSATION FOR CHRISTINA MASLACH, INTERIM DEAN-UNDERGRADUATE DIVISION, COLLEGE OF LETTERS AND SCIENCE  
BERKELEY CAMPUS**

**Position slotted in Grade 106 - Minimum \$150,000, Midpoint \$189,900, Maximum \$229,700**

**Effective July 1, 2007 pending approval by The Regents**

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
<b>SALARY AND OTHER CASH PAYMENTS</b>					
· Annual Base Salary	YES		173,400	NO	REGENTS
· Health Sciences Compensation Plan		NO			
· Additional Salary (Stipend, add-ons, etc.)-15% subject to any future base salary increases (The extension of this stipend beyond one year is an exception to policy, however, the amount of the stipend is not an exception to policy.)	YES		26,000	NO	REGENTS
· Clinical Enterprise Management Recognition Plan- up to 20%		NO			
· Any other bonuses/Incentives		NO			
· Annual Incentive Plan (Treasurer's Office only )		NO			
· Senior Management Supplemental Benefit Program – eligible to receive 5% as contribution to retirement plan for total annual amount at current base salary		NO			
· Summer Salary		NO			
<b>BENEFITS AND PERQUISITES</b>					
· Standard Benefits Package (Health, UCRP, Vision, Dental, etc.)	YES			NO	
· Automobile Allowance		NO			
· Leased Automobile		NO			
· Senior Manager Life Insurance	YES			NO	
· Executive Business Travel Insurance	YES			NO	
· Exec. Salary Continuation for Disability	YES			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			
<b>ONE-TIME PAYMENTS/REIMBURSEMENTS</b>					
· 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			

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
<b>FUTURE BENEFITS</b>					
· Post-retirement Employment Agreements		NO			
· Consultant/Independent Contractor Compensation Agreement		NO			
· Severance/Separation Agreement		NO			
· Sabbatical/Administrative Leave	YES			NO	CAMPUS
· Special Health Benefits or Other Benefits		NO			
<b>OTHER</b>					
· Administrative Fund Allocation		NO			
· Corporate Board Service		NO			
· Other (Specify)		NO			
<b>TOTAL ANNUAL EMPLOYEE COMPENSATION</b>			\$199,400		
Including, if applicable, Salary, Perquisites, One-time Payments, Future benefits, and Other)					

[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.