

**COMMITTEE ON COMPENSATION  
JULY 18, 2007**

**STIPEND EXTENSION FOR LORRAINE MIDANIK AS ACTING DEAN-SCHOOL OF SOCIAL WELFARE, BERKELEY CAMPUS**

**RECOMMENDATION**

The Committee on Compensation recommends to The Regents approval of the following items in connection with the continuation of the stipend for Lorraine Midanik as Acting Dean – School of Social Welfare, Berkeley campus:

- (1) Extension of the current administrative stipend of 15.0 percent (\$21,700 currently) of her adjusted academic salary (\$144,644).
- (2) If an adjustment to the base salary is made prior to the termination of this acting role, the dollar amount of the administrative stipend will be recalculated based on 15.0 percent over the adjusted academic salary.
- (3) One and a half summer ninths for July and August per Academic Personnel Manual 600 to compensate for administrative work performed during the summer. This is not payment for research and does not provide payment beyond 100 percent time.
- (4) As an exception to policy, this 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.

Additional items of compensation include:

- Per policy, Standard Pension and Health and Welfare benefits.
- Per policy, accrual of sabbatical credits.

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 stepped down to return to teaching and research effective July 1, 2006. Ms. Midanik has been serving as Acting Dean of the School of Social Welfare for the period July 1, 2006 through June 30, 2007, while the campus conducted a national search. The first choice candidate has recently decided not to accept the offer of the position. It has become clear that there will be no resolution prior to July 1. Ms. Midanik has indicated her willingness to continue as Acting Dean until a new Dean is appointed.

[Compensation form attached.]

**COMPENSATION FOR LORRAINE MIDANIK, ACTING DEAN – SCHOOL OF SOCIAL WELFARE  
BERKELEY CAMPUS**

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

**Effective July 1, 2007 – December 31, 2007 pending approval by The Regents**

ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
<b>SALARY AND OTHER CASH PAYMENTS</b>					
· Annual Base Salary (Adjusted Academic Salary calculated for purposes of calculating the appropriate stipend: \$144,644. Actual Faculty Salary is \$113,200)	YES		\$144,644	NO	REGENTS
· Health Sciences Compensation Plan		NO			
· Additional Salary (Stipend, add-ons, etc.)-15% subject to any future salary increases	YES		\$21,700	YES	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 per APM 600 for administrative work performed during the summer months. This is not for research and does not provide pay beyond 100% time.	YES				
<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		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			
<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			

**COMPENSATION FOR LORRAINE MIDANIK, INTERIM DEAN-SCHOOL OF SOCIAL WELFARE  
BERKELEY CAMPUS**

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

Effective July 1, 2007 – December 31, 2007 pending approval by The Regents

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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	
· 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> (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other)			\$166,344		

[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.