

COMMITTEE ON COMPENSATION

SEPTEMBER 2007

APPOINTMENT SALARY FOR LORRAINE MIDANIK AS DEAN – SCHOOL OF SOCIAL WELFARE, BERKELEY CAMPUS

RECOMMENDATION

The President recommended that the Committee on Compensation recommend to The Regents approval of the following items in connection with the appointment salary for Lorraine Midanik as Dean-School of Social Welfare, Berkeley campus:

- (1) As an exception to policy, an appointment salary of \$200,000. This represents a 38.8 percent increase in Ms. Midanik's current adjusted faculty salary of \$144,644. (SLCG Grade 106: Minimum \$150,000, Midpoint \$189,900, Maximum \$229,700). This increase takes into consideration that Ms. Midanik will not be eligible for merit/equity consideration in October 2007.
- (2) This appointment is 100 percent time and effective September 1, 2007 pending approval by 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, Executive Salary Continuation for Disability
- Per policy, accrual of sabbatical credits.
- Per policy, ineligible for participation in the Senior Management Supplemental Benefit Program due to dual faculty appointment.

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

Former Dean of the School of Social Welfare, Professor James Midgley, stepped down from the position and returned to teaching and research effective June 30, 2006. Lorraine Midanik was appointed to serve as Acting Dean of the School of Social Welfare while a second national search was conducted for a permanent incumbent; the first search in 2005 was unsuccessful. The second search was also unsuccessful when the top candidate declined the informal offer and there was no viable second, external candidate. To provide stability to the School and to avoid the cost in time and resources of a third search, the campus decided to select an internal candidate. Ms. Midanik has served as the Acting Dean and has an unusually wide breadth of support within the School. The campus is proposing an annual salary of \$200,000, which is slightly above the midpoint of the scale, but which is necessary to attract Ms. Midanik to the permanent position. Ms. Midanik

is a Professor of Social Welfare and will be considered for appointment to the Zellerbach Family endowed chair which generates an annual research allowance of about \$30,000.

[Compensation form attached.]

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

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

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	X		\$200,000	YES	REGENTS
· Health Sciences Compensation Plan		X			
· Additional Salary (Stipend, add-ons, etc.)		X			
· Clinical Enterprise Management Recognition Plan- up to 20%		X			
*example payout calculated at 20%					
· 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			

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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)			\$ 200,000		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.