

**COMMITTEE ON COMPENSATION  
JULY 18, 2007**

**APPOINTMENT SALARY FOR GALE MORRISON AS DEAN – GRADUATE DIVISION, SANTA  
BARBARA CAMPUS**

**RECOMMENDATION**

The Committee on Compensation recommends to The Regents approval of the following items in connection with the appointment salary for Gale Morrison as Dean – Graduate Division, Santa Barbara campus:

- (1) An appointment salary of \$172,000. Given Ms. Morrison's low faculty salary, as an exception to policy, a 29.2 percent increase is required in Ms. Morrison's adjusted academic salary of \$133,144 to bring her to an appropriate placement in the salary range (Salary grade 105: Minimum \$134,400 Midpoint \$169,600 Maximum \$204,700). This increase takes into consideration that Ms. Morrison will not be eligible for merit/equity consideration in October 2007.
- (2) Appointment is 100 percent time and is effective July 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 as a member of the faculty
- Per policy, ineligible for the Senior Management Supplemental Benefit Program due to dual appointment as 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**

Professor Morrison's proposed appointment follows a campus-wide search to fill the position of Dean – Graduate Division on a permanent basis. Professor Morrison has distinguished herself as the clear candidate of choice based on her outstanding service; first, as Acting Dean of the Gevirtz Graduate School of Education from August, 2004 to January, 2006, and as Acting Dean, Graduate Division, from September, 2005 to the present. She currently chairs the campus committee of faculty and senior administrators responding to the National Research Council's Assessment of Graduate Doctoral Programs. Professor Morrison has tremendous breadth of experience and a thorough understanding of complex graduate education issues.

[Compensation form attached.]

**COMPENSATION FOR GALE MORRISON AS DEAN, GRADUATE DIVISION  
SANTA BARBARA CAMPUS**

**Position slotted in Grade 105 - Minimum \$131,000 Midpoint \$165,000, Maximum \$199,000**

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| ITEM  | RECEIVING |    | AMOUNT    | EXCEPTION<br>TO POLICY | APPROVAL<br>REQUIRED |
|---|-----------|----|-----------|------------------------|----------------------|
|   | YES       | NO |           |                        |                      |
| <b>SALARY AND OTHER CASH PAYMENTS</b>   |           |    |           |                        |                      |
| · Annual Base Salary  | YES       |    | \$172,000 | YES*                   | Regents              |
| · Health Sciences Compensation Plan   |           | NO |           |                        |                      |
| · Additional Salary (Stipend, add-ons, etc.)  |           | NO |           |                        |                      |
| · 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 |           |                        |                      |
| <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 |           |                        |                      |
|   |           |    |           |                        |                      |
|   |           |    |           |                        |                      |

\* The percent of increase is an exception to policy

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|---|-----------|----|-----------|------------------------|----------------------|
|   | 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><br>(Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other) |           |    | \$172,000 |                        |                      |

[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.