

UNIVERSITY OF CALIFORNIA

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November 5, 2008

APPROVED

ACTION UNDER INTERIM AUTHORITY – SALARY ADJUSTMENT FOR NAOMI ORESKES AS PROVOST, SIXTH COLLEGE, SAN DIEGO CAMPUS

Action under interim authority is requested for approval of a salary adjustment for Naomi Oreskes as Provost, Sixth College, San Diego Campus.

RECOMMENDATION

It is recommended that the following items be approved in connection with the salary of Naomi Oreskes as Provost, Sixth College, San Diego Campus:

- (1) As an exception to policy, a base salary increase of \$18,500 (11.1 percent) for a total annual salary of \$185,600, which is above the salary range maximum of SLCG Grade 103 (Minimum \$110,800, Midpoint \$139,000, Maximum \$167,100).
- (2) This salary adjustment will preclude Ms. Oreskes from further merit or equity increase consideration during fiscal year 2008/09.
- (3) Effective November 1, 2008.

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits, and standard senior management benefits (including senior management life insurance, executive business travel insurance, and executive salary continuation for disability).
- Per policy, ineligible to receive the Senior Management Supplemental Benefit
- Per policy, accrual of sabbatical credits 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. The final action will be released to the public upon approval by the Regents.

BACKGROUND

Last year the San Diego campus introduced a differential compensation model for senior managers with underlying faculty appointments. This model is consistent with senior manager compensation practices at other UC campuses and ensures at least a 15 percent differential between a senior manager's administrative salary and his/her adjusted professorial salary.

**COMPENSATION FOR NAOMI ORESKES AS PROVOST, SIXTH COLLEGE
SAN DIEGO CAMPUS
Position Slotted in Grade 103 (Minimum \$110,800 Midpoint \$139,000 Maximum \$167,100)
Page 1 of 2**

ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	X		\$185,600	YES	REGENTS
· Health Sciences Compensation Plan		X			
· Additional Salary (Stipend, add-ons, etc.)		X			
· Clinical Enterprise Management Recognition Plan		X			
· Any other bonuses/Incentives		X			
· Annual Incentive Plan (Treasurer's Office only)		X			
· Senior Management Supplemental Benefit Program - eligible to receive 5 percent 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 – 25 percent of base salary (\$62,500) to be paid over a period of four years		X			
· Temporary Housing Allowance – not to exceed \$24,000 over a period of six months		X			
· Payment in lieu of Vacation Pay		X			
· Moving Expenses/Movement Household		X			

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Page 2 of 2

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 (Accrual)	X			NO	
· Special Health Benefits or Other Benefits		X			
OTHER					
· Administrative Fund Allocation		X			
· Corporate Board Service		X			
· Other (Specify)					
TOTAL ANNUAL EMPLOYEE COMPENSATION (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other)			\$185,600		

[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.