

**COMMITTEE ON COMPENSATION
MARCH 2008**

**APPOINTMENT SALARY FOR VICKI L. RUIZ AS DEAN – SCHOOL OF
HUMANITIES, IRVINE CAMPUS**

RECOMMENDATION

The President recommended that the Committee on Compensation recommend to The Regents approval of the following items in connection with the appointment for Vicki L. Ruiz as Dean – School of Humanities, Irvine campus:

- (1) Per policy, appointment salary of \$221,300. This represents an 8.2 percent increase over Ms. Ruiz's annual adjusted academic salary of \$204,582 (Salary Grade 108: Minimum \$192,300, Midpoint \$244,900, Maximum \$297,400).
- (2) This appointment is 100 percent time and effective January 1, 2008, pending approval of The Regents.

Additional items of compensation include:

- Per policy, standard Pension and Health and Welfare benefits, and standard Senior Management benefits which include Senior Manager Life Insurances, Executive Business Travel Insurance, and Executive Salary Continuation for Disability.
- Per policy, ineligible to participate in Senior Management Supplemental Benefit Program due to tenured faculty position.
- Per policy eligible to accrue sabbatical credits due to dual academic 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

The Irvine campus has concluded its national search to fill the Dean – School of Humanities position. The most qualified candidate is Vicki L. Ruiz. Ms. Ruiz is currently serving as Acting Dean for the School of Humanities. Ms. Ruiz possesses the necessary academic and administrative experience needed for her to excel as a leader for the School of Humanities.

Although the recommended appointment salary for Ms. Ruiz is higher than the average salary for the University-wide internal comparators, the following considerations support the recommendation: 1) it is the same as her current compensation as Acting – Dean School of Humanities; 2) it is below the midpoint of SLCG grade 108; 3) it maintains internal equity on the campus; and 4) it represents only an 8.15 percent increase over her current adjusted academic salary.

**COMPENSATION FOR VICKI L. RUIZ AS DEAN – SCHOOL OF HUMANITIES
IRVINE CAMPUS**
Position Slotted in Grade 108 – Minimum \$192,300, Midpoint \$244,900, Maximum \$297,400
Effective January 1, 2008 pending approval by The Regents

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	X		\$221,300	NO	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)		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 – 100% of covered expenses		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)			\$221,300		

[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.