

## **COMMITTEE ON COMPENSATION**

**SEPTEMBER 2007**

### **STIPEND FOR VICKI L. RUIZ AS ACTING 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 Acting Dean – School of Humanities, Irvine campus:

- (1) Per policy, an administrative stipend of 8.2 percent (\$16,411) plus her adjusted academic salary of \$199,589 for an annual salary of \$216,000 (Salary Grade 108: Minimum \$187,100, Midpoint \$238,200, Maximum \$289,300).
- (2) If an adjustment to the adjusted academic base salary is made prior to the termination of this acting role, the 8.2 percent stipend will be recalculated against the new annualized academic base salary.
- (3) This appointment is 100 percent time and is effective September 1, 2007 through August 31, 2008, or until the appointment of a permanent Dean – School of Humanities, whichever occurs first.

Additional items of compensation include:

- Per policy, standard Pension and Health and Welfare benefits.
- 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.

#### **BACKGROUND**

The Irvine campus is in the process of a national search to fill the vacancy of its Dean-School of Humanities position. The previous incumbent left UC Irvine June 30, 2007. Vicki L. Ruiz has been recognized as an excellent candidate to serve as Acting Dean. The campus has requested an 8.2 percent administrative stipend which will result in an annual salary of \$216,000. During the period that Ms. Ruiz serves as Acting Dean, she will not receive the stipend she currently receives as Department Chair. This salary is 16.6 percent above the average of other similar positions across the University. This is because out of seven incumbents: 3 of the 4 incumbents slotted at 108 are below the minimum; the remaining 3 incumbents are slotted below grade 108 at 107 (1 of 2 is at the minimum) and 106 (above minimum of 106, but below the minimum for grade 108). The rate being requested is low in the second quartile and appropriate for this assignment. She will continue to receive a \$30,000 annual discretionary research allowance.

Ms. Ruiz holds numerous academic distinctions from elected positions to teaching excellence and publication awards. She is currently President of the Organization of American Historians as well as President of Berkshire Conference of Women Historians. She has served as President of the Pacific Coast Branch of the American Historical Society and as Vice-Chair of the California Council for the Humanities.

[Compensation form attached.]

**COMPENSATION FOR VICKI L. RUIZ AS ACTING DEAN – SCHOOL OF HUMANITIES  
IRVINE CAMPUS**

**Position Slotted in Grade 108 – Minimum \$187,100, Midpoint \$238,200, Maximum \$289,300**

**Effective September 1, 2007 pending approval by The Regents**

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
<b>SALARY AND OTHER CASH PAYMENTS</b>					
· Annual Base Salary	X		\$199,589	NO	
· Health Sciences Compensation Plan		X			
· Additional Salary (Stipend, add-ons, etc.)	X		\$16,411	NO	
· Clinical Enterprise Management Recognition Plan- up to 20% *example payout calculated at 20%		X			
· 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			
<b>BENEFITS AND PERQUISITES</b>					
· Standard Benefits Package (Health, UCRP, Vision, Dental, etc.)	X			NO	
· Automobile Allowance		X			
· Leased Automobile		X			
· Senior Manager Life Insurance		X			
· Executive Business Travel Insurance		X			
· Exec. Salary Continuation for Disability		X			
· 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			
<b>ONE-TIME PAYMENTS/REIMBURSEMENTS</b>					
· 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			

**COMPENSATION FOR VICKI L. RUIZ AS INTERIM DEAN – SCHOOL OF HUMANITIES  
IRVINE CAMPUS  
Position Slotted in Grade 108 – Minimum \$187,100, Midpoint \$238,200, Maximum \$289,300  
Effective September 1, 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		X			
· Consultant/Independent Contractor Compensation Agreement		X			
· Severance/Separation Agreement		X			
· Sabbatical/Administrative Leave	X			NO	
· Special Health Benefits or Other Benefits		X			
<b>OTHER</b>					
· Administrative Fund Allocation		X			
· Corporate Board Service		X			
· Other (Specify)		X			
<b>TOTAL ANNUAL EMPLOYEE COMPENSATION</b> (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other)			\$216,000		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.