

NON-LAB SALARIES APPROVED AT JANUARY 2006 REGENTS

STIPEND FOR PETER DIETRICH AS SENIOR PHYSICIAN DIPLOMATE, BERKELEY CAMPUS

Action: Approval of an administrative stipend of \$8,235 for Peter Dietrich as Senior Physician Diplomate, Berkeley Campus

Current Position: Medical Director, University Health Services

Base Salary:	\$164,700
Proposed Admin. Stipend:	<u>8,235</u>
Total Annual Salary:	\$172,935

Percent of Increase in
Total Annual Salary: 5.0 percent

BACKGROUND

Under authority delegated to him, Chancellor Birgeneau approved an administrative stipend of \$7,843 (5%) with an annual base salary of \$156,869 for a total annual salary of \$164,712 for Mr. Dietrich. This stipend was for his expanded duties in University Health Services while Steve Lustig is serving as Interim Vice Chancellor--Business and Administrative Services. Mr. Dietrich's base salary was increased by 5.0% to \$164,700 effective October 1, 2005 and the Berkeley campus wants to keep the administrative stipend amount at 5 percent of this new base salary, increasing the stipend to \$8,235. The base salary of \$164,700 plus the stipend of \$8,235 results in a total annual salary of \$172,935, requiring the approval of The Regents.

STIPEND FOR STEVE LUSTIG AS INTERIM VICE CHANCELLOR-BUSINESS AND ADMINISTRATIVE SERVICES, BERKELEY CAMPUS

Action: Approval of an administrative stipend of \$24,900 for Steve Lustig as Interim Vice Chancellor-Business and Administrative Services, Berkeley Campus

Current Position: Assistant Vice Chancellor, University Health and Counseling Services

Base Salary:	\$166,000
Proposed Admin. Stipend:	<u>24,900</u>
Total Annual Salary:	\$190,900

Percent of Increase in Total Annual Salary: 10.7 percent

BACKGROUND

At its September 14, 2004 meeting, The Regents approved an administrative stipend of \$22,500 (15%) for Mr. Lustig effective July 10, 2004 through July 9, 2005. This administrative stipend was extended under the authority of the President through June 30, 2006, or until the position is filled on a permanent basis, whichever is earlier. The Berkeley campus is continuing its search to identify and recruit a qualified candidate for this position. Mr. Lustig's base salary was increased to \$166,000 effective October 1, 2005 and the Berkeley campus wants to keep the administrative stipend amount at 15% of this new base salary, increasing the stipend to \$24,900.

STIPEND FOR PATRICIA TURNER AS INTERIM DEAN-HUMANITIES, ARTS, AND CULTURAL STUDIES, DAVIS CAMPUS

Action:	Approval of an administrative stipend of \$12,700 for Patricia Turner as Interim Dean-Humanities, Arts, and Cultural Studies, Davis Campus
Current Position:	Interim Dean-Humanities, Arts, and Cultural Studies
Base Salary:	\$165,000
Administrative Stipend:	<u>12,700</u>
Total Annual Salary:	\$177,700
Percent of Stipend:	7.7 percent

BACKGROUND

Ms. Turner's base salary was increased to \$165,000 effective October 1, 2005 under the authority of the Chancellor. Ms. Turner has been Interim Dean-Humanities, Arts, and Cultural Studies since August 1, 2004 and has agreed to an extension while the campus continues their efforts to fill the position on a permanent basis.

STIPEND FOR THOMAS VANI AS VICE CHANCELLOR-BUSINESS AND ADMINISTRATIVE SERVICES, SANTA CRUZ CAMPUS

Action:	Approval of an administrative stipend of \$11,000 for Thomas Vani as Vice Chancellor-Business and Administrative Services, Santa Cruz Campus
Current Position:	Vice Chancellor-Business and Administrative Services
Current Salary:	\$188,096
Current Stipend:	<u>13,600</u>
	\$201,696
Proposed:	
Current Compensation:	\$201,696
Administrative Stipend:	<u>11,000</u>
Total Annual:	\$212,696
Percent of Add'l Stipend:	5.5 percent

BACKGROUND

Chancellor Denton advises that the former Vice Chancellor of University Relations, Ronald Suduiko, left the University as of July 31, 2005. The campus reports that a search for a new Vice Chancellor of University Relations has begun and they expect to fill the position in the near future. Mr. Vani is providing administrative oversight for a portion of University Relations: Finance and Administration, Development, and the UC Santa Cruz Foundation. He will also share responsibility for advancing the work of Government and Community Relations.

STIPEND FOR RAYMOND L. WILLIAMS AS INTERIM DEAN-A. GARY ANDERSON GRADUATE SCHOOL OF MANAGEMENT, RIVERSIDE CAMPUS

Action: Approval of an administrative stipend of \$24,561 for Raymond L. Williams as Interim Dean-A. Gary Anderson Graduate School of Management, Riverside Campus

Current Position: Associate Dean-A. Gary Anderson Graduate School of Management

Current Adjusted Faculty Salary: \$173,139

Proposed Salary:

Adjusted Faculty Salary:	\$173,139
Administrative Stipend:	<u>24,561</u>
Total Annual Salary:	\$197,700

Percent of Stipend: 14.2 percent

BACKGROUND

The former Interim Dean left this position on September 30, 2005. Mr. Williams has been a member of the UICR faculty since 1997, and most recently served as Associate Dean--A. Gary Anderson Graduate School of Management in 2005. He holds a Ph.D. from the University of Kansas, where he also received his M.A. degree. He earned his B.S. degree from Washington State University. Mr. Williams has held faculty appointments at the University of Chicago, Washington State University, and the University of Colorado. The campus advises that they value his willingness to serve in this capacity and to re-establish leadership for the A. Gary Anderson Graduate School of Management during this period.

STIPEND FOR MAUREEN ZEHNTNER AS INTERIM CHIEF EXECUTIVE OFFICER-UCI MEDICAL CENTER, IRVINE CAMPUS

Action: Approval of an administrative stipend of \$20,000 for Maureen Zehntner as Interim Chief Executive Officer-UCI Medical Center, Irvine Campus

Current Position: Chief Operating Officer-UCI Medical Center

Current Base Salary: \$341,900

Proposed Salary:

Base Salary:	\$341,900
Administrative Stipend:	<u>20,000</u>
Total Annual Salary:	\$361,900

Percent of Stipend: 5.9 percent

BACKGROUND

The current Chief Executive Officer of the UCI Medical Center is on administrative leave. In addition to her regular duties as Chief Operating Officer, Ms. Zehntner is also handling all the duties and responsibilities of the Chief Executive Officer.

**RECOMMENDED 2005-06 SALARY INCREASES FOR INDIVIDUALS
INADVERTENTLY NOT INCLUDED ON THE NOVEMBER 2005 AGENDA**

Action: Salaries for two manager and Senior Professional incumbents (William E. Berry and Lawrence Hogle) were inadvertently not included in the merit item presented at the November 2005 Regents' meeting.

Current Position: William E. Berry – Managing Director of the NASA University Affiliated Research Center

Current Base Salary: \$170,520

Proposed Salary: \$176,484

Percent of Increase: 3.5 percent

Current Position: Lawrence Hogle – Director of the NASA University Affiliated Research Center

Current Base Salary: \$167,996

Proposed Salary: \$173,879

Percent of Increase: 3.5 percent

COMPENSATION FOR DENNIS K. LARSEN AS EXECUTIVE DIRECTOR-SENIOR MANAGEMENT COMPENSATION, BENEFITS AND EXECUTIVE RECRUITING, OFFICE OF THE PRESIDENT

Action: Approval of an appointment salary of \$195,000 for Dennis K. Larsen as Executive Director-Senior Management Compensation, Benefits and Executive Recruiting, effective December 12, 2005.

Proposed Annual Base
Salary Rate: \$195,000

BACKGROUND

The position of Executive Director-Senior Management Compensation, Benefits and Executive Recruiting is unique within the UC system. Reporting to the Associate Vice President-Human Resources and Benefits, the Executive Director serves as senior management consultant to the President, the Senior Vice Presidents, the Chancellors, the Laboratory Directors, and the Medical Center Directors. The Director also is responsible for the development and administration of senior management compensation, human resources programs, benefit policies and executive recruitment in the Office of the President; duties include the research and analysis of complex internal and external total compensation data and the recommendation of appropriate compensation actions to the Senior Management Advisory Committee (SMAC), the Health Services Senior Management Advisory Committee (HSSMAC), the Office of the President SMAC (OPSMAC) and the National Laboratories SMAC; the Senior Vice President -- Business and Finance; and the President of the University. In the last two years, the position has also taken responsibility for the administration of salary policy and practice for MSP VII - IX, across the UC system, managing the merit process and the handling of Regents' items for salaries above the salary threshold established by the Regents. Increasingly the position must address all benefits, perquisites, and related HR policies that influence the recruitment and retention of senior managers, and must ensure timely and complete reporting on all executive programs to the President, The Regents, and outside constituents.

The position also leads the Senior Management team in the OP recruiting efforts, the development and execution of projects for external use, such as market studies of compensation and/or benefits, specialized position studies, policy development, and projects to improve the work of the group, such as the development of templates, style guides, procedures, and specialized computer programs. In addition, the position is directly responsible for planning the annual SMG salary and merit process, the annual market studies and the monthly meeting agendas, and for developing and recommending policy, e.g., the Regental salary threshold, the delegations of authority from the President to the Chancellors, and changes to appointment, salary and policies for senior managers.

Mr. Larsen has over twenty years of experience in establishing compensation and benefits strategies, programs and systems for large multinational companies. His expertise in executive compensation and benefits will be critical in developing total compensation strategies and plans for the various segments within UC's senior management group.

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