

**COMMITTEE ON COMPENSATION
JULY 18, 2007**

**APPOINTMENT SALARY FOR S. SHANKAR SASTRY AS DEAN – COLLEGE OF
ENGINEERING, BERKELEY CAMPUS**

RECOMMENDATION

The Committee on Compensation recommend to The Regents approval of the following items in connection with the appointment salary for S. Shankar Sastry as Dean-College of Engineering, Berkeley campus:

- (1) Appointment salary of \$275,000 (9.7 percent increase) (Salary Grade 110: Minimum \$233,200, Midpoint \$298,800, Maximum \$364,300). This increase takes into consideration that Mr. Sastry will not be eligible for merit/equity consideration in October 2007.
- (2) This appointment is 100 percent time and 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, and Executive Salary Continuation for Disability.
- Per policy, accrual of sabbatical credits.
- Per policy, ineligible for participation in the Senior Management Supplemental Benefit Program.

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. All compensation (as defined in the Regents' 1993 Principles for Review of Executive Compensation) in this recommendation will be released to the public immediately following approval by The Regents.

BACKGROUND

Mr. Sastry is being appointed as Dean – College of Engineering on the Berkeley campus after an internal search. Mr. Sastry's record of accomplishments as both a faculty member and an administrator on the campus is held in high regard. He has served as director of the Electronics Research Laboratory, the Principal Investigator of an National Science Foundation Science and Technology Center, director of Center for Information Technology Research in the Interest of Society, and faculty director of the Blum Center for Developing Economies. He will continue in the latter role without additional compensation.

[Compensation form attached.]

**COMPENSATION FOR S. SHANKAR SASTRY AS DEAN-COLLEGE OF ENGINEERING
BERKELEY CAMPUS**

Position slotted in Grade 110 - Minimum \$233,200, Midpoint \$298,8000, Maximum \$364,300

Effective July 1, 2007 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	YES		\$275,000	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			
BENEFITS AND PERQUISITES					
· 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			
ONE-TIME PAYMENTS/REIMBURSEMENTS					
· 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			
· Moving Expenses/Movement of Household Goods		NO			

* The percent of increase is an exception to policy

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
FUTURE BENEFITS					
· 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			
OTHER					
· Administrative Fund Allocation		NO			
· Corporate Board Service		NO			
· Other (Specify)		NO			
TOTAL ANNUAL EMPLOYEE COMPENSATION (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other)			\$275,000		

[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.