

**COMMITTEE ON COMPENSATION
JULY 18, 2007**

**SALARY ADJUSTMENT FOR STEPHEN M. SHORTELL AS DEAN – SCHOOL OF PUBLIC
HEALTH, BERKELEY CAMPUS**

RECOMMENDATION

The Committee on Compensation recommends to The Regents approval of the following items in connection with the salary adjustment for Stephen M. Shortell, Dean – School of Public Health, Berkeley campus:

- (1) Salary adjustment of \$35,400 (12.7 percent) added to his current base salary of \$279,600 for a total annual salary of \$315,000 to maintain a differential between Mr. Shortell's adjusted faculty salary of \$299,767 and his Dean's salary (Salary Grade 109: Minimum \$208,900, Midpoint \$266,800, Maximum \$324,600). He is a Professor, Above-Scale and received a merit increase in his academic year salary effective July 1, 2006. This adjustment will provide a 5.1 percent differential to recognize the decanal responsibilities.
- (2) Effective July 1, 2007, pending approval of 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 as a member of faculty.
- Per policy, ineligible for participation in the Senior Management Supplemental Benefits Program due to dual appointment 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

Mr. Shortell is Dean of the School of Public Health and concurrently holds faculty positions in the School of Public Health and the Haas School of Business. He maintains an active research program and continues to receive faculty merit increases. Mr. Shortell was appointed in 2002 and recently underwent the required five-year review for deans. The outcome was quite positive, and Mr. Shortell has agreed to continue to serve as Dean for another term. This proposal recognizes the significant additional administrative responsibilities associated with the Dean's position.

[Compensation form attached.]

**COMPENSATION FOR STEPHEN M. SHORTELL AS DEAN-SCHOOL OF PUBLIC HEALTH
BERKELEY CAMPUS**
Position slotted in Grade 109 - Minimum \$208,900, Midpoint \$266,800, Maximum \$324,600

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		\$315,000	NO	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			

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	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			\$315,000		
Including, if applicable, Salary, Perquisites, One-time Payments, Future benefits, and Other)					

[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.