

**COMMITTEE ON COMPENSATION
MARCH 2008**

**TITLE CHANGE AND PROMOTIONAL INCREASE FOR KAY HARRISON TABER
AS ASSISTANT VICE PRESIDENT – ADMINISTRATIVE SERVICES, AGRICULTURE
AND NATURAL RESOURCES, OFFICE OF THE PRESIDENT**

The President recommended that the Committee on Compensation recommend to The Regents approval of the following items in connection with the title change and promotional increase for Kay Harrison Taber as Assistant Vice President – Administrative Services, Agriculture and Natural Resources, Office of the President:

- (1) Promotion to Assistant Vice President – Administrative Services, Agriculture and Natural Resources, at SLCG 104 (Minimum \$123,800, Midpoint \$155,600, Maximum \$187,500) at 100 percent time.
- (2) A promotional increase of \$24,809 (19.8 percent) to bring annual base salary from \$125,191 to \$150,000.
- (3) Effective April 1, 2008.

Additional items of compensation include:

- 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, 5.0 percent monthly contribution to the Senior Management Supplemental Benefit Program.
- Per policy, eligibility to participate in the Mortgage Origination Program (MOP), with a loan amount not to exceed the maximum allowable under policy (currently \$1.33 Million). This loan will comply with all standard Mortgage Origination Program loan policies.

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

Since August 1, 2007, Ms. Taber has received an administrative stipend of \$15,649 (12.5 percent of base salary at that time) in recognition of assuming additional workload as a result of the departure of the Assistant Vice President – Administrative Services. She has served as Deputy to the Vice President, Agriculture and Natural Resources since 2001. The current Assistant Vice President position represents a consolidation of the key deputy functions with those of

management of Agriculture and Natural Resources' administrative services. The deputy position will not be refilled.

Ms. Taber will play a pivotal role in promoting effective and efficient use of organizational resources, coordinating operational management of a streamlined administrative structure, and implementing ongoing strategic planning within the departments that report to her (Contracts & Grants, Human Resources, Budget, Business Services and Development Services). This position significantly contributes to the attainment of the state-wide goals of the Agriculture and Natural Resources division. In addition, Ms. Taber will work closely with Vice President Dooley to develop and implement the management policies for ANR as the unit and OP restructures.

[Compensation form attached.]

**TITLE CHANGE AND PROMOTIONAL INCREASE FOR KAY HARRISON TABER AS ASSISTANT VICE PRESIDENT
FOR ADMINISTRATIVE SERVICES – AGRICULTURE AND NATURAL RESOURCES, OFFICE OF THE PRESIDENT
SLCG Grade 104 (Minimum \$123,800, Midpoint \$155,600, Maximum \$187,500)**

ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	YES		\$150,000	NO	REGENTS
· Health Sciences Compensation Plan		NO			
· Additional Salary (Stipend, add-ons, etc.)		NO			
· Clinical Enterprise Management Recognition Plan		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	YES		\$7,500	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	
· Eligible to participate in the Mortgage Origination Program (MOP) Loan	YES			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		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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SLCG Grade 104 (Minimum \$123,800, Midpoint \$155,600, Maximum \$187,500)**

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		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)			\$157,500		

[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.