

COMMITTEE ON COMPENSATION

May 15, 2007

M. SALARY ADJUSTMENT FOR STEPHEN THORSETT AS DEAN-PHYSICAL AND BIOLOGICAL SCIENCES, SANTA CRUZ CAMPUS

RECOMMENDATION

The Committee on Compensation recommends to The Regents approval of the following items in connection with the salary increase of Stephen Thorsett as Dean-Physical and Biological Sciences, Santa Cruz campus:

- (1) A salary increase of \$20,000 to bring his base salary from \$170,000 to \$190,000 (11.8 percent increase) effective immediately upon approval by the Regents (Salary Grade 107: Minimum \$167,600 Midpoint \$212,700 Maximum \$257,800).

Additional items of compensation include:

- Per Policy, Standard Pension and Health & Welfare Benefits and Standard Senior Management benefits, including Senior Manager Life Insurance, Executive Business Travel Insurance, and Executive Salary Continuation for Disability.
- Per Policy, eligible for sabbatical credits

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

Of the five academic deans on the Santa Cruz campus, Stephen Thorsett heads the most complex division. In addition to nine departments, the scope of Mr. Thorsett's responsibilities includes oversight of the Long Marine Lab/Institute of Marine Sciences, Seymour Marine Discovery Center, UC Observatories, Center for Adaptive Optics, UCSC Natural Reserves, Science Communication Program, Santa Cruz Institute for Particle Physics, Santa Cruz Predatory Bird Research Group, and myriad outreach programs. Even so, Mr. Thorsett's salary lags behind the majority of deans on the Santa Cruz campus. The equity increase in Mr. Thorsett's salary recognizes the complex level of responsibility and leadership required of his position. Given the critical nature of his role in the long term strategy being supported by the campus it is important now to provide a preemptive salary adjustment to ensure his continued relationship with the University.

[Compensation form attached]

COMPENSATION FOR STEPHEN THORSETT AS DEAN-PHYSICAL AND BIOLOGICAL SCIENCES, UC SANTA CRUZ

SLCG Grade 107 – Minimum \$167,600 Midpoint \$212,700 Maximum \$257,800

ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	YES		190,000	NO	Regents
· Health Sciences Compensation Plan		NO			
· Additional Salary (Stipend, add-ons, etc.)		NO			
· Clinical Enterprise Management Recognition Plan- up to 20%		NO			
*example payout calculated at maximum of 20%					
· 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			

COMPENSATION FOR STEPHEN THORSETT AS DEAN-PHYSICAL AND BIOLOGICAL SCIENCES, UC SANTA CRUZ

SLCG Grade 107 – Minimum \$167,600 Midpoint \$212,700 Maximum \$257,800

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		Tenured faculty member; future sabbatical in accordance with APM 740, 758	NO	
· Special Health Benefits or Other Benefits		NO			
OTHER					
· Administrative Fund Allocation		NO			
· Corporate Board Service		NO			
· Other (Specify):		NO			
· Other Specify):		NO			
TOTAL ANNUAL EMPLOYEE COMPENSATION (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other)			\$190,000		

[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.