

COMMITTEE ON COMPENSATION

September 2007

ADDITIONAL COMPENSATION OF ONE SUMMER MONTH FOR TWO EMPLOYEES AT THE SANTA BARBARA CAMPUS

RECOMMENDATION

The President recommended that the Committee on Compensation recommend to The Regents approval of additional compensation payments of one summer month for two employees at the Santa Barbara campus. This additional compensation is for the time period indicated on the attached chart and will be paid from various funding sources also shown on the attached form. Corresponding vacation time will be forfeited from the individual's accrued vacation.

[The compensation described above includes only the University's commitment for the one summer month salary outlined in this recommendation; this compensation will be released to the public immediately following execution.]

BACKGROUND

The attached chart shows the campus, name, title, current salary, summer salary, total annual salary, time period of research, vacation forfeited, and funding source for two employees at the Santa Barbara campus to seek approval to provide a 1/12th additional one-time compensation payment. The campus was not notified about these research opportunities in time for submittal to The Regents at the July meeting and will seek out this information in advance in the future. Senior Management Group Policy 30.J provides that Chancellors may grant such exceptions to the restriction on additional compensation in exceptional circumstances. In accordance with that policy, the employees are forfeiting accrued vacation as shown on the chart.

2007 SUMMER SALARY APPROVALS

| <u>Name</u> | <u>Title</u> | <u>Current Salary</u> | <u>Summer Salary</u> | <u>Total Annual Salary</u> | <u>Time Period of Research</u> | <u>Vacation Forfeited</u> | <u>Funding Source</u> |
|------------------------------------|--|-----------------------|----------------------|----------------------------|---|---------------------------|-------------------------|
| <u>Santa Barbara Campus</u> | | | | | | | |
| David B. Marshall | Executive Dean, College of letters and Science, and Dean - Humanities and Fine Arts | \$235,100 | \$17,091 | \$252,191 | 11 days in July 2007 plus 10 days in August 2007 | 21 days | Unrestricted gift funds |
| Melvin L. Oliver | Dean - Division of Social Sciences, College of Letters and Science | \$202,650 | \$16,833 | \$219,483 | August-07 | 23 days | Unrestricted gift funds |