

**COMMITTEE ON COMPENSATION
JULY 18, 2007**

**ESTABLISHMENT OF NEW POSITION AND INTERIM SLOTTING OF THE
POSITION OF VICE CHANCELLOR – INFORMATION TECHNOLOGY, SANTA
CRUZ CAMPUS**

The Committee on Compensation recommends to The Regents approval of the following items in connection with the establishment and slotting of this position as part of transitioning this position from Vice Provost to Vice Chancellor and to allow for completion of the recruitment process currently underway.

- (1) Establishment of a new Senior Management Group (SMG) position of Vice Chancellor – Information Technology.
- (2) Approval of the slotting of this position, at SLCG Grade 108; range minimum \$187,100, midpoint \$238,200, maximum \$289,300. Information from Mercer Human Resource Consulting supporting the slotting is attached.
- (3) Effective immediately upon approval by The Regents.

The establishment of the position in SMG, the assignment of the title and the slotting of the position as described establishes the grade and salary range for the University to complete recruitment efforts. The total compensation, terms and conditions for the successful candidate will be presented to The Regents for approval, as required under RE-61 and amended in Regents' Item 7C approved by the Regents in July 2006.

BACKGROUND

Calvin L. (Larry) Merkley, Vice Provost – Information Technology is retiring effective February 2008. This has given the campus the opportunity to re-assess both the organizational structure and how best to serve the campus. Due to centralization of services as part of the implementation of an Information Technology Transformation Plan on the Santa Cruz campus in January 2006, 26 highly distributed service centers across campus were consolidated into one central service center. Budget totals grew from \$15 million in 2004 to \$25 million currently and FTE increased from 129.01 to 222.43 over the same period. The incumbent of this position will have oversight of nine programs, with ten direct reports. Further, the dual appointment as Dean has been eliminated from the position. Based on this shift in responsibilities, the position is more appropriately aligned with a staff title. The vice provost title traditionally is associated with a dual academic appointment. The Vice Provost – Information Technology title will be eliminated from SMG upon the retirement of the current incumbent.