

## **COMMITTEE ON COMPENSATION**

**May 15, 2007**

### **B. APPOINTMENT SALARY FOR SHELDON ZEDECK AS VICE PROVOST ACADEMIC AFFAIRS AND FACULTY WELFARE, BERKELEY CAMPUS**

#### **RECOMMENDATION**

The Committee on Compensation recommends to The Regents approval of the following items in connection with the appointment salary for Sheldon Zedeck as Vice Provost Academic Affairs and Faculty Welfare, Berkeley campus:

- (1) An appointment salary of \$207,600. This represents a 32.2 percent increase in Mr. Zedeck's adjusted academic salary of \$157,040 (Salary Grade 108: Minimum \$187,100, Midpoint \$238,200, Maximum \$289,300).
- (2) This appointment is 100 percent time and effective July 1, 2007

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, Executive Salary Continuation for Disability
- Per Policy, accrual of sabbatical credits 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**

Vice Provost Jan de Vries will be stepping down from his position June 30, 2007, and returning to teaching and research. Mr. Zedeck has been a member of the Berkeley faculty since his appointment as an Assistant Professor in 1969 in the Department of Psychology. He has served as Chair of his department, Director of the Institute of Industrial Relations, and is currently the Vice Chair of the Berkeley Division of the Academic Senate. The compensation package for Mr. Zedeck places him appropriately within the salary range and in relation to internal comparators. This rate also takes into consideration an anticipated faculty merit increase effective July 1, 2007 that would bring his adjusted academic salary to \$170,600 and the fact that he will not be eligible for merit consideration under the SMG program this coming October. He will also be provided \$30,000 annually for research.

[Compensation form attached]

**COMPENSATION FOR SHELDON ZEDECK AS VICE PROVOST-ACADEMIC AFFAIRS AND FACULTY WELFARE  
BERKELEY CAMPUS**

**Position slotted in Grade 108 - Minimum \$187,100, Midpoint \$238,200, Maximum \$289,300**

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
<b>SALARY AND OTHER CASH PAYMENTS</b>					
· Annual Base Salary	YES		207,600	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			
<b>BENEFITS AND PERQUISITES</b>					
· 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			
<b>ONE-TIME PAYMENTS/REIMBURSEMENTS</b>					
· 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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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
<b>FUTURE BENEFITS</b>					
· 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			
<b>OTHER</b>					
· Administrative Fund Allocation		NO			
· Corporate Board Service		NO			
· Other (Specify)		NO			
<b>TOTAL ANNUAL EMPLOYEE COMPENSATION</b> (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other)			\$207,600		

[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.