



## Press Release

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# UC regents award huge pay increases to execs while furloughing staff

As the Board of Regents voted last week to furlough UC faculty and staff amid the biggest protests they've seen in years, they also quietly approved dozens of compensation increases and perks to top executives and administrators.

Several executives were appointed at salaries from 11% to 59% higher than their predecessors. The regents also voted to give "administrative stipends" ranging from \$24,000 to \$58,625 to several employees, without any extra duties, and added several new highly paid executive positions.

"These are outrageous actions, taken at the same time as UC has been pleading poverty, forcing staff and faculty to take furloughs, and hinting at more student fee increases," said Jelger Kalmijn, a staff research associate and president of University Professional and Technical Employees (CWA-9119), which represents 12,000 researchers, tech staff and health care professionals at UC systemwide. "UC President Mark Yudof keeps saying we all have to 'share the pain,' but it is obvious that many administrators will not be feeling the pinch," he added.

Minutes from the July 16 regents' meeting bring the total number of compensation increases, new hiring and perks to top administrators to over 40 in 2009 (see below).

"Despite the regents' claim in January of a 'freeze' on executive pay increases, they've doled out bonuses and perks at each of their meetings in February, March, May and July," added Kalmijn. "And despite layoffs and hiring freezes at many campuses, they continue to hire and create positions for highly-paid administrators."

"If there really is a 'financial crisis' at UC, why do they have all this money for top administrators?" asked Tanya Smith, a Berkeley editor and UPTE's local president there. "UC is sitting on billions in reserve funds and is expecting hundreds of millions more from fundraising, the profit-making UC medical centers and the federal stimulus bill, but claims that it needs to cut employee pay and raise student fees to cover a small state budget shortfall of less than 3%."

"Sometimes the regents do things we applaud heartily such as last week's decision to fund Cal Grants," continued Smith. "But how were they able to come up with the \$120 million to do that? It's time for the regents to open the books. We need to know if there really is a budget crisis at UC or just a crisis of leadership."

*See next page for list of compensation increases, perks and exec hires in 2009.*

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EMPLOYEES

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## **Executive hires, raises, perks approved by UC Regents in the July 16, 2009 Interim Actions**

Source: <http://www.universityofcalifornia.edu/regents/regmeet/jul09/interimactions.pdf>

Shelia Antrum, Chief Nursing and Patient Care Services Officer, UCSF Medical Center received a \$37,500 “administrative stipend” to increase salary from \$250,000 to \$287,500. Stipend awarded even though no additional administrative duties were specified.

Kenneth M. Jones, Interim Chief Operating Officer, UCSF Medical Center received a \$30,563 “administrative stipend” to increase salary from \$470,200 to \$500,763. Stipend awarded even though no additional administrative duties were specified. Additionally, Jones is eligible for a bonus of up to \$117,550 and will be awarded a 5% retirement contribution to the Senior Management Supplemental Benefit program.

Susan Moore, Interim Chief Financial Officer, UCSF Medical Center received a \$58,625 “administrative stipend” to increase salary from \$234,500 to \$293,125. Stipend awarded even though no additional administrative duties were specified. Additionally, Moore is eligible for a bonus of up to \$58,625 and will be awarded a 5% retirement contribution to the Senior Management Supplemental Benefit program.

John R. Sandbrook, Chief of Staff, Office of the President, received a \$24,000 “administrative stipend” added to his \$200,000 salary. The stipend covers duties related to the transition of newly hired chancellors and other senior management personnel. Additionally, Sandbrook will continue Regent-approved reimbursements for temporary housing (up to \$3,500 per month) and weekly round trip coach airfare (estimated at approximately \$1,200 per month) and reimbursement of ground transportation/rental car.

Teri Schwartz appointed as Dean – School of Theater, Film, and Television, Los Angeles Campus at a salary of \$325,000, a \$121,100 or 59.4% increase over her predecessor, Robert Rosen who's 2008 salary was \$203,800. Additionally, Schwartz is eligible to participate in the university low interest mortgage program up to the current maximum loan amount \$1.33M.

Peter A. Hayashida appointed as Vice Chancellor – University Advancement, Riverside Campus at a salary of \$265,000, a \$30,000 or 11% increase over the salary of his predecessor Daniel G. Aldrich, III, whose base pay was \$235,000 in 2008. Additional compensation includes an annual automobile allowance of \$8,916, participation in the university low interest mortgage program, 100 percent reimbursement of relocation expenses and a 5% retirement contribution to the Senior Management Supplemental Benefit Program.

George Mangun, Dean – Division of Social Sciences, Davis Campus. The interim position is “reslotted” to accommodate a salary of \$278,500, a \$31,901 or 11% increase over his previous Dean's salary of \$246,599. *Note: In July of 2008 (see link below) the Regents approved Mangun's initial appointment as Acting Dean with a salary \$246,599 (and an additional stipend of \$28,401 for his position in the school of medicine). But the salary range for the Deanship at that time (maximum \$265,000) could not accommodate his total pay.*

<http://www.universityofcalifornia.edu/news/compensation/Mangun%20comp%20summary%20for%20web.pdf>

Mark Yudof, UC President awarded \$3,548 to cover costs of shipping vehicles from Austin Texas. This is in addition to Yudof's annual car allowance of \$8,916. Note: in April of 2008 Yudof received a relocation award of \$147,000 which was redirected to his supplemental retirement benefit.

Creation of a Chief Quality Officer, UCSF Medical Center position with a salary range from a minimum of \$267,700 to a maximum of \$420,100.

Creation of a Vice Chancellor – Research position at UCSF Campus with a salary range from a minimum of \$239,700 to a maximum of \$374,500. The position is to be included in the Senior Management Group and will include a 5% retirement contribution to the Senior Management Supplemental Benefit program.

Pierre Wiltzius, Susan and Bruce Worster Dean of Science, Division of Mathematical, Life, and Physical Sciences, College of Letters and Science, Santa Barbara Campus. Awarded an additional \$7,000 in moving expenses to make his compensation for moving \$17,000 moving expenses, a \$63,750 lump sum relocation allowance and a \$2,500 house hunting trip, in addition to a salary of \$255,000 and eligibility in the university low interest mortgage program.

Andrew Policano – Dean – Paul Merage School of Business, Irvine Campus. Position is reslotted to allow a maximum salary of \$374,500.

Max Reynolds interim appointment as Deputy General Council, Office of the President receiving an administrative stipend of \$44,795 to increase salary from \$205,205 to \$250,000

Jeffrey Blair appointed as Deputy General Council, Office of the President at a salary of \$250,000. According to 2008 payroll information Blair's salary was \$168,087 so this amount represents a \$81,913 increase. Additional compensation includes participation in the university low interest mortgage program and a 5% retirement contribution to the Senior Management Supplemental Benefit Program.

David Birnbaum appointed as Deputy General Council, Office of the President at a salary of \$250,000. According to 2008 payroll information Birnbaum's salary was \$170,489 so this amount represents a \$79,511 increase. Additional compensation includes participation in the university low interest mortgage program and a 5% retirement contribution to the Senior Management Supplemental Benefit Program.

Chief Financial Officer – Medical Center, San Diego position is reslotted a higher salary range with a minimum of \$239,700, maximum salary of \$374,500. Position is currently held by Robert Hogan whose 2008 base salary was \$253,181.

### **Other Regents approved compensation increases during 2009**

#### **Executive hires, raises, perks approved by UC Regents on May 7th, 2009**

<http://www.universityofcalifornia.edu/regents/aar/mayc.pdf>

<http://www.universityofcalifornia.edu/regents/regmeet/may09/interim.pdf>

Dwaine Duckett appointed as Vice President-Human Resources, Office of the President, at an Annual salary of \$300,000. Compensation includes relocation allowance of \$75,000, auto allowance, low interest mortgage, and 5% monthly contribution to the Senior Management Supplemental Benefit Program.

Susan D. Desmond-Hellmann, M.D., M.P.H. appointed as Chancellor, UC San Francisco at an annual salary of \$450,000, an increase of 12% above that of predecessor J. Michael Bishop. Compensation includes housing, auto allowance, low interest mortgage after stepping down.

Linda P. B. Katehi appointed as Chancellor, UC Davis at annual salary of \$400,000, an increase of 27% percent above that of predecessor Larry N. Vanderhoef. Compensation includes relocation allowance of \$100,000, housing, auto allowance, low interest mortgage after stepping down.

J. Michael Bishop, outgoing Chancellor and Professor above Scale, UC San Francisco, approval of emeritus status and continuation of administrative salary of \$402,200 while he is on paid administrative leave. Includes moving expenses estimated at \$10,000.

Larry N. Vanderhoef, outgoing Chancellor and Professor above Scale, UC Davis, approval of emeritus status and continuation of administrative salary of \$315,000 per annum while on paid administrative leave. Includes moving expenses estimated at \$7,500.

Vice Chancellor - Development University, Advancement and Planning , at UCSF, position will be included in the Senior Management Group (SMG). Formerly the position of Associate Vice Chancellor - Development, held by James Asp who's 2008 salary was \$182,000. The new position contains a minimum salary of \$239,700, maximum salary of \$374,500 and includes an additional university 5% contribution to the SMG Supplemental Benefit Program.

Terry Belmont, appointed to a one year position as Acting Associate Vice Chancellor for Medical Center Affairs and Chief Executive Officer, UC Irvine Medical Center, at an annual salary of \$659,000, an increase of 22% over the salary of former UC Irvine Medical Center CEO Maureen Zehntner who's 2008 annual salary was \$538,000.

Rebekah G. Gladson, Associate Vice Chancellor – Design and Construction Services/Campus Architect, UC Irvine. Position is reslotted to allow a maximum salary of \$236,100.

Daniel W. Park, Chief Campus Counsel and Associate General Counsel, UC San Diego Campus. Awarded a 13% retention increase of \$27,500 to increase salary from \$207,500 to \$235,000.

Steven C. Currall, appointed as Dean-Graduate School of Management, UC Davis, at an annual salary of \$365,000 an increase of 33% over the salary of predecessor Nicole Biggart who's 2008 annual salary was \$281,000. Additionally, position is reslotted to allow a maximum salary of \$374,500.

#### **Executive hires, raises, perks approved by UC Regents on March 19th, 2009**

<http://www.universityofcalifornia.edu/regents/aar/marc.pdf>,

John Gary Falle, Associate Vice President – Federal Government Relations, UCOP, interim re-slotting and appointment, 10.4 percent increase in base salary bringing annual base salary from \$244,500 to \$270,000.

Samuel Hawgood, Acting Dean – School of Medicine, UCSF, continuation of the existing annual administrative stipend of \$181,425 (94 percent) to maintain current faculty base salary of \$192,300 and his Health Sciences Compensation Plan (HSCP) pay of \$195,475 to an annual salary of \$569,200

J. Michael Bishop, Professor above Scale, UCSF, approval of emeritus status and continuation of administrative salary of \$402,200 while he is on paid administrative leave, in lieu of sabbatical leave

Larry N. Vanderhoef, Professor above Scale, UCD, approval of emeritus status and continuation of administrative salary of \$315,000 per annum while on paid administrative leave, in lieu of sabbatical leave and an Executive Assistant (\$91,000 not including benefits)

J. Nicholas Entrikin, Vice Provost – International Studies, UCLA, term appointment salary and interim re-slotting increases of salary and stipend of \$253,800 from \$230,694, after July 1, 2009

John Meyer was promoted and re-slotted as Vice Chancellor –Resource Management and Planning at UCD. His salary went from \$200,200 to \$244,900 (+22.3%), but he forfeited the raise for at least a year.

Henry Brady, Dean of the School of Public Policy, received a 15% salary increase when he was appointed Dean, from \$246,000 to \$283,000. The position of Dean is re-slotted to accommodate his higher salary.

Peter J. Taylor, Executive Vice President and Chief Financial Officer, UCOP, new position with a base salary of \$400,000

Daniel M. Dooley As Senior Vice President – External Relations, UCOP, approval of appointment salary of \$370,000, same salary in his interim role.

Interim Slotting for Vice Provost – Education Partnerships, UCOP, (currently vacant) \$192,300- \$297,400

#### **Executive hires, raises, perks approved by UC Regents on February 5th, 2009**

<http://www.universityofcalifornia.edu/regents/aar/febc.pdf>,

<http://www.universityofcalifornia.edu/regents/regmeet/feb09/rreport.pdf>

S. Shankar Sastry received a \$25,000 bonus "stipend" as the Faculty Director of the Richard Blum Center in Berkeley to move his salary to \$300,000

Jennifer Wolch, Dean of College of Environmental Design, received a \$25,000 increase over predecessor when salary mid-point for the position was "re-slotted" from \$218,000 to \$244,900, and is eligible for a loan up to \$1.33M through the University of California Mortgage Origination Program

Paul Staton, Chief Financial Officer – UCLA Hospital System, interim re-slotting and pre-emptive retention increase of \$69,200 (22.3%), increasing base salary from \$310,800 to \$380,000, and a potential bonus of 25 percent (\$95,000).

Marsha Kelman, Associate Vice President – Policy and Analysis, UCOP, appointment for slotting of the new Senior Management Group position with a base salary of \$248,000

Lawrence H. Pitts, Interim Provost and Executive Vice President – Academic Affairs, UCOP, appointment with compensation for base salary of \$350,000

Christopher Edley Jr., awarded a \$43,000 administrative stipend as Special Advisor to President Mark Yudof to bring total salary to \$350,000.

Harold Levine, Associate Provost for Education Initiatives, Office of the President, awarded a \$35,820 stipend to bring total salary to \$214,920.

Mary Lynn Tierney, appointed as Associate Vice President – Communications, Office of the President with an annual salary of \$239,000. Additional compensation includes a temporary housing allowance of up to \$15,000, 100% of relocation expenses, participation in the university low interest mortgage program and a 5% retirement contribution to the Senior Management Supplemental Benefit Program.

Tina Combs, appointed as Deputy General Council, Office of the President at an annual salary of \$244,000. Additional compensation includes participation in the university low interest mortgage program and a 5% retirement contribution to the Senior Management Supplemental Benefit Program.

**Explanation of terms:**

“Slotting” refers to setting salary ranges for a position. “Re-slotting” refers changing the salary ranges of the position, not to the individual. “Stipends” are additional pay usually awarded to faculty who take on additional administrative duties. “Interim” means changes are not permanent.