



## HUMAN RESOURCES

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# MEMORANDUM

## **A Message on Compensation October 20, 2011**

University of California Hastings College of the Law is committed to compensation policies and practices that are competitive within the relevant marketplace, sustainable as part of a fiscally sound institution, and equitably applied throughout the College community. UC Hastings leadership, working with the Human Resources Department, shares the responsibility for ensuring these goals are achieved.

In December of 2008, the then-Chancellor & Dean and the governing Board of Directors reviewed the performance of the College's Officers (Academic Dean, CFO, and General Counsel). Based on these performance evaluations and in accordance with standard practice of the Board of Directors of the institution, they approved merit salary adjustments for the College Officers. These adjustments were deferred until the following academic year and processed in 2010.

More recently, on the recommendation of the Management Advisory Council and following consultation with the Faculty Executive Committee, Chancellor & Dean Frank H. Wu has decided to limit the compensation adjustments being made for 2012 for individuals earning more than \$200,000 on an annual basis. Across-the-board adjustments made available to employees at UC Hastings in this fiscal year will be calculated using a maximum of \$200,000. For example, if a cumulative across-the-board adjustment of 5.0625% is made available to employees (2.5% on January 1, 2012 and 2.5% on July 1, 2012) a maximum of \$10,125 will be made available to any individual. This will apply to all employees. It will have no effect on other individual adjustments.

In addition, Chancellor & Dean Wu has asked the Board of Directors not to consider him for any compensation adjustment in this fiscal year.