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## UC chief changes buyout policy

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Wednesday, December 3, 2008



The new president of the University of California system pledged Tuesday that employees in his office no longer will be allowed to collect full severance checks and then be rehired at other UC locations.

While avoiding open criticism of his predecessor, Robert Dynes, President Mark Yudof noted that the program in which 16 employees got hefty severance checks and landed in other UC jobs this year was created prior to June, when he took the 10-campus university's top job.

"I and the Regents recognize this may appear to the public as an objectionable use of resources even though the program is reducing our central administrative spending," Yudof said in a written statement.

Meanwhile, new details emerged about the buyout program as well as the hiring of Linda Morris Williams as associate chancellor of UC Berkeley, a position that was not advertised for others to apply for. As The Chronicle reported Thursday, Williams, then a top aide to Dynes, was granted a \$100,202 buyout from the university's Oakland headquarters and took a six-figure job on the Cal campus a few miles away.

On Tuesday, the university released the names of the 15 additional employees of the president's office who received severance pay and then went to work at UC Berkeley and other campuses.

Severance payments for those 16 employees totaled \$682,431, according to figures provided by university officials.

Eight of the sixteen employees were hired by UC Berkeley, two found jobs at UC Davis, one at UCSF and the others at the Irvine, Merced, Santa Barbara, Riverside and Santa Cruz campuses.

Ingrid Schmidt, who received a severance payment of \$46,100 from the UC president's office, took a job as director of real estate services at UC Davis at an annual salary of \$105,000. Karl Engelbach, who received a buyout of \$18,827, became director of federal government relations at UC Davis, also at a salary of \$105,000 a year.

### Open recruitments

"Both of those positions were open recruitments and were widely advertised," said UC Davis spokeswoman Julia Ann Easley.

Under the program, managers and senior professionals were entitled to one month's severance pay for each full year of service to the UC president's office, up to six months pay. Professional and support employees were entitled to one week's severance pay for each year of service, up to 16 weeks.

"If the program is offered again, we will include provisions requiring payment of a buyout on a pro rata basis for employees finding new work elsewhere within the university," Yudof said. "I believe this action is important to ensuring the public's trust in our stewardship of resources."

The buyout program received Dynes' approval but was not approved by the university's governing Board of Regents. The regents were told about the program's cost savings at a board meeting two weeks ago before they approved Williams' severance payout.

### **Cut personnel and budgets**

A total of 155 employees of the UC president's office took buyouts, and university officials said the program will achieve at least \$5 million a year in savings by the Oakland headquarters. Previously, the office had 516 full-time administrative positions.

Yudof, the first University of California president to be hired from outside the system since 1899, has said that one of his chief objectives is to cut personnel and budgets. He began the job in June after a three-year scandal involving Dynes' propensity to circumvent university policy in order to give special perks and benefits to some UC executives and administrators.

Employees who applied for this year's buyout program were given the green light to take jobs elsewhere in the UC system.

"If you are separating to take a different job than the one you have now at a different campus, you are eligible to participate in the Voluntary Separation Program," according to the UC Office of the President Web site.

In addition, employees were reminded on the Web site that the president's office has a reciprocal hiring preference with the Berkeley campus.

Williams said in a written statement that when she applied for the buyout program last Jan. 22, "the Associate Chancellor position on the Berkeley campus was not open and therefore played no role whatsoever in my decision making."

Nine days later, on Feb. 1, Assistant Vice Chancellor for Human Relations Jeannine Raymond

granted a request by her boss - UC Chancellor Robert Birgeneau - for a special waiver to hire Williams without going through the normal requirement for openly advertising the job or conducting a search to fill the position. Raymond said the waiver was based on "business hardship and special skills."

In a written analysis, Raymond described the breadth of Williams' experience in the UC system as a senior aide for Dynes and chief of staff to the chancellor at UC San Diego and concluded: "Ms. Williams' past experience uniquely qualifies her ... ."

### **A hardship**

"Finally, it would be a hardship to conduct a search for this position given the urgency of the budget situation and related projects as well as the pending retirement of the incumbent," Raymond wrote.

It is not clear whether Birgeneau approached Williams about the position, or vice versa. Neither was available for interviews.

"The position was offered to her on Feb. 8, 2008," said UC Berkeley spokesman Dan Mogulof.

Mogulof said the associate chancellor position was not created specifically for Williams. Instead, he said, she assumed the job slot occupied by chief of staff John Cummins, who was retiring.

She began work May 1 at a salary of \$200,400, which UC officials said Tuesday was four dollars less than her previous position paid. Over the past few days, UC officials have provided conflicting figures regarding Williams' salary at the UC president's office.

### **Job not publicly advertised**

Among the eight employees who received buyouts from the UC president's office and were hired at UC Berkeley, Sheila O'Rourke became assistant provost for academic affairs at \$157,000 a year even though the job was not publicly advertised, according to Mogulof.

The UC Office of the President's program was approved administratively, without action by the regents. However, the \$100,202 severance payout for Williams was discussed in closed session at the regents' meeting Nov. 20, shortly before the regents approved it as the last item on the board's agenda.

According to a UC document that outlined the voluntary separation program, the program automatically terminated Aug. 31. The regents approved Williams' payout three months after the program officially ended.

"The commitment had been made previously," said Brad Hayward, a spokesman for the UC Office

of the President. He said the delay was attributable to Yudof's desire to present to the regents details of the buyout program's cost savings at the same time as his request for Williams' payout.

### Sixteen who left system and came right back

University of California Office of the President employees who took positions at other UC locations after accepting severance pay. They are among a total of 155 employees who took the buyout earlier this year.

Name	Title	Annual salary	Severance pay	New UC job location	New salary at new UC job
Elizabeth (Liz) Halimah *	Director, student affairs	\$114,424	\$57,212	Berkeley	\$130,000
Sharon D. Johnson **	Principal administrative analyst I	\$68,996	\$21,146	Berkeley	\$72,324
Sheila O'Rourke *	Director, academic advancement	\$142,124	\$71,062	Berkeley	\$157,000
Vernessa R. Parker **	Principal administrative analyst	\$67,000	\$20,538	Berkeley	\$63,000
Christopher A. Schalck *	Manager, provost research	\$111,601	\$55,801	Berkeley	\$108,200
Carmen L. Williams **	Management services officer II	\$69,623	\$21,338	Berkeley	\$71,000
Linda Morris Williams *	Associate president	\$200,404	\$100,202	Berkeley	\$200,400
Kathleen S. Young **	Assistant III, UC press	\$46,044	\$14,113	Berkeley	\$45,792
Karl Michael Engelbach *	Coordinator, state govt. relations	\$112,962	\$18,827	Davis	\$105,000
Ingrid H. Schmidt *	Coordinator facilities administration	\$92,200	\$46,100	Davis	\$105,000
Larry E. Coon *	IT resource manager II, student affairs	\$100,205	\$50,102	Irvine	n/a
Edith Ruth Welch **	Executive secretary, student affairs	\$62,002	\$19,004	Merced	n/a
Jo Ann Javier *	Manager, agriculture/natural resources	\$88,473	\$44,237	Riverside	n/a
Michael	Manager, human			San	

Waldman *	resources/benefits	\$92,173	\$46,087	Francisco	n/a
Deborah A. Karoff *	Director, education abroad	\$132,229	\$44,077	Santa Barbara	n/a
Blas G. Guerrero *	Manager, student affairs	\$105,170	\$52,585	Santa Cruz	n/a

\* One month of severance for each year worked. \*\* One week of severance for each year worked.

Source: UC Office of the President

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This article appeared on page **A - 1** of the San Francisco Chronicle