

**COMMITTEE ON COMPENSATION
MAY 2008**

**TITLE CHANGE AND STIPEND EXTENSION FOR J. NICHOLAS ENTRIKIN AS ACTING VICE
PROVOST - INTERNATIONAL STUDIES, LOS ANGELES CAMPUS**

RECOMMENDATION

The President recommended that the Committee on Compensation recommend to the Regents approval of the following items in connection with a title change and stipend extension for J. Nicholas Entrikin as Acting Vice Provost - International Studies, Los Angeles Campus:

- (1) As an exception to policy, extension of the 11.5 percent administrative stipend (\$23,800), beyond the one-year duration provided in policy. The stipend plus the adjusted base salary of \$206,900 result in a total annual salary of \$230,700.
- (2) Title change of the position from Dean and Vice Provost - International Studies to Vice Provost - International Studies.
- (3) This appointment is at 100 percent time and is effective from June 1, 2008 through May 31, 2009 or until a permanent appointment is made, whichever occurs first.
- (4) If an adjustment to the annualized base salary is made prior to the termination of this acting role, the 11.5 percent stipend will be recalculated on the new annualized base salary.

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits.
- Per policy, continuation of accrual of sabbatical leave credits as a member of the 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

The Los Angeles campus is requesting a title change and stipend extension for J. Nicholas Entrikin, as Acting Vice Provost - International Studies. Mr. Entrikin has been serving in this acting role since June 1, 2007.

Mr. Entrikin's title has been Acting Dean and Vice Provost, because the International Institute was housed in the College of Letters and Science and reported to the Executive Dean. Over the last year, as international studies have gained more prominence in UCLA's plans and priorities, the research programs and centers within the Institute have been re-organized to report directly to the Executive Vice Chancellor and Provost. Thus, the Dean title is no longer appropriate, while the Vice Provost title reflects the institution-wide purview of the International Institute. Mr. Entrikin has performed the duties of the acting role in an excellent manner, and the campus is pleased that he has agreed to continue in this role until a nationwide search can be completed.

The original search to fill the permanent position, conducted approximately 18 months ago, was unsuccessful. A strong candidate was offered the position but declined. It was decided that before proceeding with the search, there needed to be further review of the governance structure of the College and its relationship with the International Institute, as well as review of where interdepartmental programs (IDPs) should report. Mr. Entrikin has continued to provide leadership in these deliberations. It is expected that decisions on the organizational structure will be finalized by July 1, 2008, along with initiation of a new search process for a permanent appointee.

[Compensation form attached.]

**COMPENSATION FOR J. NICHOLAS ENTRIKIN AS ACTING VICE PROVOST -
INTERNATIONAL STUDIES, LOS ANGELES CAMPUS**

Position Slotted in Grade 106 - Minimum \$154,200, Midpoint \$195,200, Maximum \$236,100

Page 1 of 2

ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary (adjusted 9 month professorial salary paid over 12 months and 2 summer ninths)	X		\$206,900	NO	REGENTS
· Health Sciences Compensation Plan		X			
· Additional Salary (Stipend, add-ons, etc.) Admin. Stipend	X		\$23,800	YES	REGENTS
· Clinical Enterprise Management Recognition Plan- up to 20% *example payout calculated at maximum of 20%		X			
· Any other bonuses/Incentives		X			
· Annual Incentive Plan (Treasurer's Office only)		X			
· Senior Management Supplemental Benefit Program - eligible to receive 5% as contribution to retirement plan for total annual amount at current base salary		X			
BENEFITS AND PERQUISITES					
· Standard Benefits Package (Health, UCRP, Vision, Dental, etc.)	X			NO	REGENTS
· Automobile Allowance		X			
· Leased Automobile		X			
· Senior Manager Life Insurance		X			
· Executive Business Travel Insurance		X			
· Exec. Salary Continuation for Disability		X			
· Mortgage Origination Program (MOP) Loan		X			
· Supplemental Home Loan Program (SHLP)		X			
· University-provided Housing (President/Chancellors)		X			
· Educational Expenses		X			
· Other Perqs - please list below		X			
ONE-TIME PAYMENTS/REIMBURSEMENTS					
· Payment in Lieu of Sabbatical Pay		X			
· Relocation Allowance		X			
· Temporary Housing Allowance - 1 month per policy		X			
· Payment in lieu of Vacation Pay		X			
· Moving Expenses/Movement of Household Goods		X			

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
FUTURE BENEFITS					
· Post-retirement Employment Agreements		X			
· Consultant/Independent Contractor Compensation Agreement		X			
· Severance/Separation Agreement		X			
· Sabbatical/Administrative Leave	X			NO	
· Special Health Benefits or Other Benefits		X			
OTHER					
· Administrative Fund Allocation		X			
· Corporate Board Service		X			
· Other (Specify)		X			
TOTAL ANNUAL EMPLOYEE COMPENSATION (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other)			\$230,700		

[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.