

**COMMITTEE ON COMPENSATION
MAY 2008**

**STIPEND FOR ADELINE M. NYAMATHI AS ACTING DEAN - SCHOOL OF
NURSING, LOS ANGELES CAMPUS**

RECOMMENDATION

The President recommended that the Committee on Compensation recommend to the Regents approval of the following items in connection with the stipend for Adeline M. Nyamathi as Acting Dean - School of Nursing, Los Angeles campus.

- (1) Per policy, 15 percent (\$28,100) administrative stipend to increase her annual base salary from \$187,000 to \$215,000. (SLCG Grade 108 Minimum \$192,300 Midpoint \$244,900 Maximum \$297,400).
- (2) This appointment is at 100 percent time and will be effective March 1, 2008 through September 30, 2008 when the permanent replacement is appointed.

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

Dean of the UCLA School of Nursing Marie Cowan, who had planned to step-down as of July 1, 2008, recently passed away after eleven years of exemplary service. Following a nationwide recruitment, the campus proposed and the Regents approved the appointment of a new Dean-School of Nursing, Mr. Courtney Lyder, to be effective August 1, 2008. In conjunction with that approval was the approval of the new Senior Leadership Compensation Grade (SLCG) 108.

In order to ensure a smooth transition in leadership for the School during the interim period of March 1 through July 31, 2008, Associate Dean Adeline M. Nyamathi is proposed for appointment as Acting Dean.

Dr. Nyamathi has served as Associate Dean for Academic Affairs in the School of Nursing since 1996 and is ably suited to serve in the Acting Dean role. Having strong continuity within the School of Nursing during this transitional period between deanships is very important to maintain the course that Dean Cowan set during her tenure.

[Compensation form attached.]

**COMPENSATION FOR ADELINE M. NYAMATHI AS ACTING DEAN – SCHOOL OF NURSING,
LOS ANGELES CAMPUS**

Position Slotted in Grade 108 (Minimum \$192,300 Midpoint \$244,900 Maximum \$297,400)

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ITEM	RECEIVING		EXCEPTION AMOUNT	APPROVAL TO POLICY	REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	X		\$187,000	NO	
· Health Sciences Compensation Plan		X			
· Additional Salary (Stipend, add-ons, etc.)	X		\$28,050	NO	REGENTS
· Clinical Enterprise Management Recognition Plan		X			
· Any other bonuses/Incentives: eligibility for UCLA Staff Achievement Award (up to 10%)		X			
· Annual Incentive Plan (Treasurer's Office only)		X			
· Senior Management Supplemental Benefit Program - eligible to receive 5 percent 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	
· 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 (Pres/Chancellor)		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 – 30 consecutive days per policy		X			
· Payment in lieu of Vacation Pay		X			
· Moving Expenses/Movement Household		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)					
TOTAL ANNUAL EMPLOYEE COMPENSATION (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other)					
		\$215,000			

[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.