

**COMMITTEE ON COMPENSATION  
MARCH 2008**

**INTERIM RE-SLOTTING AND APPOINTMENT SALARY FOR COURTNEY H.  
LYDER AS DEAN - SCHOOL OF NURSING, LOS ANGELES CAMPUS.**

Action under interim authority was requested for the interim re-slotting and appointment salary for Courtney H. Lyder as Dean - School of Nursing, Los Angeles Campus. Although the effective date of the appointment is August 1, 2008, interim action was requested because of the highly competitive market for deans in the nursing field, the campus' need to ensure continuity of leadership, and to allow Mr. Lyder enough time to provide adequate notice to his current employer in order to meet the date of the appointment.

**COMPENSATION:**

- (1) Re-slotting of the position of Dean - School of Nursing, Los Angeles campus, from SLCG grade 107 to SLCG grade 108 (Minimum \$192,300, Midpoint \$244,900, Maximum \$297,400), as supported by Mercer Consulting.
- (2) Appointment salary of \$250,000 at 100 percent time and effective August 1, 2008.
- (3) Per policy, a relocation allowance of 25 percent of base salary (\$62,500) to be paid over a period of four years as follows: \$25,000 (40 percent, year 1), \$18,750 (30 percent, year 2), \$12,500 (20 percent, year 3), \$6,250 (10 percent, year 4). If the candidate terminates employment prior to the completion of five years of service, any remaining payments will be forfeited.
- (4) Per policy, participation in the University of California Mortgage Origination Program up to the maximum loan amount (currently \$1.33 Million). Participation will comply with all University/Campus program parameters.
- (5) A dual faculty appointment as Professor in the School of Nursing.
- (6) As an exception to policy, reimbursement of reasonable and actual costs associated with temporary housing not to exceed a value of, or reimbursement amount of \$24,000 over a period of six months. This is an exception to the one-month temporary housing assistance provided in policy based on the anticipated difficulty in finding suitable housing in the Los Angeles area.

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits, and standard Senior Management benefits which include Senior Manager Life Insurance, Executive Business Travel Insurance, and Executive Salary Continuation for Disability.
- Per policy, two house-hunting trips. Coach airfare, meals, and lodging to be reimbursed up to \$2,500.

- Per policy, reimbursement up to 100 percent of reasonable and actual moving expenses.
- Per policy, Sabbatical Leave Accrual.

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**

Following a nation-wide search, UCLA has selected Mr. Courtney H. Lyder as the most highly qualified candidate for the position of Dean - School of Nursing, for appointment effective August 1, 2008. The proposed compensation for Mr. Lyder is based upon knowledge of salaries in the market revealed during the recruitment process and cost of living differentials as depicted by Sperling's. Mr. Lyder emerged as the top candidate based on several important factors: his scholarly and research accomplishments, which have influenced Medicare guidelines on patient safety; his accomplishments related to diversity, and his leadership efforts in forging the connection between scholarly work and clinical practice.

The recent passing of UCLA's Dean - School of Nursing, Ms. Cowan, who served as Dean since 1997, will result in the interim appointment of a faculty member as Acting Dean until the appointment of Mr. Lyder. Dean Cowan will be greatly missed and deeply appreciated for her many accomplishments including those of the past two years in which she implemented and stabilized the academic budgetary process and faculty recruitment for the two newly funded programs in Nursing: the undergraduate program and the Masters in Clinical Nursing program.

[Compensation form attached.]

**COMPENSATION FOR COURTNEY LYDER AS DEAN-SCHOOL OF NURSING, UCLA  
Position Slotted in Grade 108 (Minimum \$187,100 Midpoint \$238,200 Maximum \$289,300)**

Page 1 of 2

ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
<b>SALARY AND OTHER CASH PAYMENTS</b>					
· Annual Base Salary	X		\$250,000	NO	REGENTS
· Health Sciences Compensation Plan		X			
· Additional Salary (Stipend, add-ons, etc.)		X			
· Clinical Enterprise Management Recognition Plan		X			
· Any other bonuses/Incentives		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			
<b>BENEFITS AND PERQUISITES</b>					
· Standard Benefits Package (Health, UCRP, Vision, Dental, etc.)	X			NO	
· Automobile Allowance		X			
· Leased Automobile		X			
· Senior Manager Life Insurance	X			NO	
· Executive Business Travel Insurance	X			NO	
· Exec. Salary Continuation for Disability	X			NO	
· Mortgage Origination Program (MOP) Loan	X			NO	REGENTS
· Supplemental Home Loan Program (SHLP)		X			
· University-provided Housing (President/Chancellors)		X			
· Educational Expenses		X			
· Other Perqs - please list below					
<b>ONE-TIME PAYMENTS/REIMBURSEMENTS</b>					
· Payment in Lieu of Sabbatical Pay		X			
· Relocation Allowance – 25 percent of base salary (\$62,500) to be paid over a period of four years	X		\$62,500	NO	REGENTS
· Temporary Housing Allowance – not to exceed \$24,000 over a period of six months	X			YES	REGENTS
· Payment in lieu of Vacation Pay		X			

· Moving Expenses/Movement Household including 2 house-hunting trips	X			NO	
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Page 2 of 2

ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
<b>FUTURE BENEFITS</b>					
· 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			
<b>OTHER</b>					
· Administrative Fund Allocation		X			
· Corporate Board Service		X			
· Other (Specify)					
<b>TOTAL ANNUAL EMPLOYEE COMPENSATION</b> (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other)					
		\$312,500			

[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.