

**NOVEMBER 2007
COMMITTEE ON COMPENSATION**

STIPEND EXTENSION FOR REYNALDO F. MACÍAS AS ACTING DEAN - DIVISION OF SOCIAL SCIENCES, COLLEGE OF LETTERS AND SCIENCE, LOS ANGELES CAMPUS

The President recommended that the Committee on Compensation recommend to The Regents approval of the following items in connection with the stipend extension for Reynaldo F. Macías as Acting Dean-Division of Social Sciences, Los Angeles campus:

- (1) An extension of his existing stipend of 15 percent (\$26,800). The 15 percent stipend is proposed to be calculated against the adjusted academic salary of \$178,500, for a total annual salary of \$205,300 (SLCG Grade 108 Minimum \$192,300, Midpoint \$244,900, Maximum \$297,400). His adjusted academic salary of \$178,500 is derived from a current nine-month faculty salary of \$139,700 and 2.5 summer ninths of \$38,800.
- (2) If an adjustment to the annual academic base salary is made prior to the termination of this acting role, the current stipend will be recalculated against the new annualized academic base salary.
- (3) As an exception to policy, this stipend will be effective January 1, 2008 through December 31, 2008 at 100 percent or until a permanent appointment is made, whichever occurs first. This period represents an exception to the policy which provides for a maximum stipend period of 12 months. Mr. Macías was initially appointed to this acting capacity on January 1, 2007 and serving through December 31, 2007.

Additional items of compensation include:

- Per policy, Standard Pension and Health and Welfare Benefits.
- 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

The Los Angeles campus is requesting a stipend extension for Reynaldo F. Macías as Acting Dean-Division of Social Sciences, College of Letters and Science. Mr. Macías has been serving in this position since January 1, 2007, following the appointment of Dean of Social Sciences, Scott Waugh, as Acting Executive Vice Chancellor and Provost, Los Angeles campus.

According to the campus, Mr. Macías has performed the duties of Acting Dean in an excellent manner, and they are pleased that he has agreed to continue in this role until a successor is appointed. [Compensation form attached.]

**COMPENSATION FOR REYNALDO F. MACÍAS AS ACTING DEAN-DIVISION OF SOCIAL SCIENCES,
COLLEGE OF LETTERS AND SCIENCE, LOS ANGELES CAMPUS**

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

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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 ½ summer ninths)	X		\$178,500	NO	REGENTS
· Health Sciences Compensation Plan		X			
· Additional Salary (Stipend, add-ons, etc.)					
• Stipend (effective 1/1/08) Exception to duration	X		\$26,800	YES	REGENTS
· Clinical Enterprise Management Recognition Plan		X			
· Any other bonuses/Incentives		X			
· Annual Incentive Plan (Treasurer's Office only)		X			
· Senior Management Supplemental Benefit Program		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 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)					
			\$205,300		

[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.