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November 5, 2008

APPROVED

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

Action under interim authority is requested in order to provide senior leadership continuity during recruitment for a permanent replacement.

RECOMMENDATION

It is recommended that the following items be approved in connection with a stipend extension for Reynaldo F. Macías as Acting Dean – Division of Social Sciences, College of Letters and Science, Los Angeles Campus:

- (1) As an exception to the duration policy on administrative stipends, a second extension of the existing 15 percent administrative stipend (\$31,600), beyond the one-year duration provided in policy. The stipend plus the adjusted salary of \$210,600, result in an annual salary of \$242,200, SLCG Grade 108 (Minimum \$192,300, Midpoint \$244,900, Maximum \$297,400).
- (2) This appointment is at 100 percent time and is effective from January 1, 2009 through September 30, 2009 or until a permanent appointment is made, whichever occurs first.
- (3) If an adjustment to the annualized base salary is made prior to the termination of this acting role, the 15 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, accrual of sabbatical credits as a member of 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. The final action will be released to the public upon approval by the Regents.

BACKGROUND

The Los Angeles campus is requesting a second stipend extension for Reynaldo F. Macías, as Acting Dean – Division of Social Sciences, College of Letters and Science. The search process to recruit a permanent dean in the Social Sciences is underway.

**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

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		\$210,600	NO	REGENTS
· Health Sciences Compensation Plan		X			
· Additional Salary (Stipend, add-ons, etc.)					
• Stipend (effective 1/1/09)	X		\$31,600	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)			\$242,200		

[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.

