

COMMITTEE ON COMPENSATION

SEPTEMBER 2007

RETROACTIVE COMPENSATION OF ONE SUMMER MONTH, EACH YEAR FOR FIVE YEARS, FOR ROBERT ROSEN AS DEAN – SCHOOL OF THEATER, FILM AND TELEVISION, LOS ANGELES CAMPUS

RECOMMENDATION

The President recommended that the Committee on Compensation recommend to The Regents approval of an exception to policy to provide a total retroactive payment of \$70,300 in compensation for one summer month for the years 2002, 2003, 2004, 2005 and 2006 for Robert Rosen, Dean – School of Theater, Film and Television, Los Angeles campus. This retroactive compensation is detailed on the attached chart and will be paid from State General Funds also shown on the attached form. Corresponding vacation time will be forfeited from the individual's accrued vacation.

[The compensation described above includes only the University's commitment for the one summer month salary for each of five years as outlined in this recommendation; this compensation will be released to the public immediately following execution.]

BACKGROUND

Mr. Rosen was appointed to his position, as Dean, on August 1, 1998. As a condition of his appointment, Mr. Rosen was offered "1/12 summer salary each year for the term of your [his] deanship." Senior Management Group Policy 30.J provides that Chancellors may grant such exceptions to the restriction on additional compensation in exceptional circumstances. Erroneously, Mr. Rosen was not compensated for the past five years during which he engaged in summer research. When the campus discovered this error, they brought it to Mr. Rosen's attention and to the attention of the Office of the President.

UCLA Audit and Advisory Services investigated the matter and confirmed the following:

- Mr. Rosen was compensated 1/12 of his annual salary for his summer research in 1998, 1999, 2000 and 2001. Erroneously, Mr. Rosen did not forfeit one month's vacation during those years. However, that situation has now been corrected and Mr. Rosen's vacation accrual bank has been appropriately debited.
- Mr. Rosen was not compensated for his summer research in 2002, 2003, 2004, 2005 and 2006. He has adequate vacation accruals to debit for the purpose of being compensated for summer research in each of these years.

Retroactive payment for Mr. Rosen’s summer research could be interpreted as an exception to policy. Payment for summer research is dependent upon adequate vacation accrual. Mr. Rosen’s vacation accrual could be regarded as totaling 384 hours, currently, under the vacation accrual policy that places a limit upon accruals to twice an individual’s annual maximum. Under this interpretation, Mr. Rosen would lack the 856 hours (107 days) of vacation accrual to be debited in order to facilitate the payment of summer research. However, because Mr. Rosen never debited his vacation for summer research purposes, UCLA Audit and Advisory Services investigated the matter of Mr. Rosen’s accruals and determined that on an annual basis, he possesses adequate vacation accrual to facilitate this payment.

RETROACTIVE SUMMER SALARY APPROVAL

<u>Name</u>	<u>Title</u>	<u>Base Salary</u>	<u>Summer Salary</u>	<u>Total Annual Salary</u>	<u>Time Period of Research</u>	<u>Vacation Forfeited</u>	<u>Funding Source</u>
<u>Los Angeles Campus</u>							
Robert Rosen	Dean - School of Theater, Film and Television	163,100	13,592	176,692	8/1-31/2002	22 days	State General Funds
		165,500	13,792	179,292	8/1-31/2003	21 days	State General Funds
		165,500	13,792	179,292	7/1-31/2004	21 days	State General Funds
		165,500	13,792	179,292	7/1-31/2005	20 days	State General Funds
		184,000	15,333	199,333	8/1-31/2006	23 days	State General Funds
	Total Retroactive Payment		70,300				