

**COMMITTEE ON COMPENSATION**  
**May 15, 2007**

**J. SLOTTING OF THE POSITION AND A SALARY ADJUSTMENT FOR JUDITH ROTHMAN, ASSOCIATE VICE CHANCELLOR - MEDICAL SCIENCES AND SENIOR ASSOCIATE DEAN - SCHOOL OF MEDICINE, LOS ANGELES CAMPUS**

The Committee on Compensation recommends to The Regents approval of the following slotting of the position and a salary adjustment for Judith Rothman, Associate Vice Chancellor-Medical Sciences and Senior Associate Dean-School of Medicine, Los Angeles campus:

- (1) Change in slotting from SLCG grade 106 to SLCG grade 107 – range minimum \$167,600, midpoint \$212,700, maximum \$257,800, as recommended by Mercer Human Resource Consulting.
- (2) Salary adjustment increase of \$43,300 (22.5 percent) to bring her annual base salary from \$192,700 to \$236,000.
- (3) Effective June 1, 2007.
- (4) Per policy, continued participation in the Senior Management Supplemental Benefit Program at the rate of 5 percent.

Additional items of compensation include:

- Standard Pension and Health and Welfare benefits and standard Senior Management benefits including Senior Manager Life Insurance, Executive Business Travel Insurance, and Executive Salary Continuation for Disability.
- Per policy, eligibility for a bonus of up to 10 percent of base salary under UCLA's Staff Achievement Award Program Guidelines.

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**

Judith Rothman, Associate Vice Chancellor-Medical Sciences and Senior Associate Dean-School of Medicine, plays a critical role in the major undertakings of the School. Ms. Rothman has recently assumed responsibilities of a broader scope, resulting in the recommendation to slot her position one grade higher at a SLCG 107. In light of her long-term experience, breadth of responsibility and her salary alignment with comparable positions in the Medical Sciences, she is also recommended for a salary adjustment.

[Compensation form attached]

**COMPENSATION FOR JUDITH ROTHMAN, ASSOCIATE VICE CHANCELLOR--MEDICAL SCIENCES AND SENIOR  
ASSOCIATE DEAN--SCHOOL OF MEDICINE, LOS ANGELES CAMPUS  
Position Slotted in Grade 107 - Minimum \$167,600 Midpoint \$212,700 Maximum \$257,800**

ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
<b>SALARY AND OTHER CASH PAYMENTS</b>					
· Annual Base Salary	YES		\$236,000	NO	REGENTS
· Health Sciences Compensation Plan		NO			
· Additional Salary (Stipend, add-ons, etc.)		NO			
· Clinical Enterprise Management Recognition Plan- up to 20%		NO			
*example payout calculated at maximum of 20%					
· Any other bonuses/Incentives – eligible to receive an incentive award within the guidelines (up to 10%) of UCLA’s Staff Achievement Award Program. A 10% award would equal \$23,600.	YES			NO	REGENTS
· Annual Incentive Plan (Treasurer's Office only)		NO			
· Senior Management Supplemental Benefit Program - eligible to receive 5% as contribution to retirement plan for total annual amount at current base salary	YES			NO	REGENTS
· Other Benefits		NO			
<b>BENEFITS AND PERQUISITES</b>					
· Standard Benefits Package (Health, UCRP, Vision, Dental, etc.)	YES				
· Automobile Allowance		NO			
· Leased Automobile		NO			
· Senior Manager Life Insurance	YES				
· Executive Business Travel Insurance	YES				
· Exec. Salary Continuation for Disability	YES				
· Mortgage Origination Program (MOP) Loan		NO			
· Supplemental Home Loan Program (SHLP)		NO			
· University-provided Housing (President/Chancellors)		NO			
· Educational Expenses		NO			
· Other Perqs - please list below		NO			
<b>ONE-TIME PAYMENTS/REIMBURSEMENTS</b>					
· Payment in Lieu of Sabbatical Pay		NO			
· Relocation Allowance		NO			
· Temporary Housing Allowance - 1 month per policy		NO			
· Payment in lieu of Vacation Pay		NO			
· Moving Expenses/Movement of Household Goods		NO			

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Page 2 of 2

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	YES	NO			
<b>FUTURE BENEFITS</b>					
· Post-retirement Employment Agreements		NO			
· Consultant/Independent Contractor Compensation Agreement		NO			
· Severance/Separation Agreement		NO			
· Sabbatical/Administrative Leave		NO			
· Special Health Benefits or Other Benefits		NO			
<b>OTHER</b>					
· Administrative Fund Allocation		NO			
· Corporate Board Service		NO			
· Other (Specify)		NO			
<b>TOTAL ANNUAL EMPLOYEE COMPENSATION</b> (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other)			Up to \$259,600 (including UCLA 10% Staff Achievement Award Program)		

[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.