

**NOVEMBER 2007
COMMITTEE ON COMPENSATION**

**INTERIM RE-SLOTTING AND SALARY ADJUSTMENT FOR JUDITH L. SMITH AS
DEAN AND VICE PROVOST-UNDERGRADUATE EDUCATION, 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 an interim re-slotting and salary adjustment for Judith Smith as Dean and Vice Provost-Undergraduate Education, College of Letters and Science, Los Angeles Campus:

- (1) Interim re-slotting of the position of Dean and Vice Provost-Undergraduate Education, College of Letters and Science, Los Angeles Campus, to SLCG Grade 107 as recommended by Mercer Consulting (Minimum \$172,300, Midpoint \$218,700, Maximum \$265,000).
- (2) Increase in base salary from \$198,000 to \$235,800 (19 percent) resulting from the following salary actions:
 - (a) A \$8,910 (4.5 percent) merit increase plus
 - (b) A \$9,104 (4.4 percent) equity adjustment plus
 - (c) In connection with the reslotting, an adjustment of \$19,800 (10 percent) representing the amount of the stipend initially approved by The Regents in September 2006. The stipend will be eliminated.
- (3) Effective, retroactive to October 1, 2007.

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, 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 size and complexity of this position were erroneously under-valued in the original slotting exercise conducted in 2006. At the request of the Office of the President, Mercer revisited their original analysis and discovered their error. The recommended interim re-slotting would implement the correct slotting.

In September 2006 The Regents approved a stipend for Ms. Smith to recognize her duties as UCLA's Western Association of Schools and Colleges (WASC) Accreditation Officer. At that time, then Acting Chancellor Abrams, did not feel that her existing base salary (\$193,000) "adequately acknowledge[d] the significant additional duties she will assume as the Accreditation Liaison Officer." The constraints of her erroneous slotting, at that time, provoked the use of a stipend in order to compensate Mr. Smith appropriately. The WASC Officer duties are now incorporated into the ongoing responsibilities of the position and therefore the stipend has been proposed to be rolled into the base salary.

[Compensation form attached.]

**COMPENSATION FOR JUDITH SMITH, DEAN AND VICE PROVOST-UNDERGRADUATE EDUCATION,
COLLEGE OF LETTERS AND SCIENCE, LOS ANGELES CAMPUS**

Request Position to be Slotted in Grade 107 – Minimum \$172,300, Midpoint \$218,700, Maximum \$265,000

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	X		\$235,800	NO	REGENTS
· Health Sciences Compensation Plan		X			
· Additional Salary (Stipend, add-ons, etc.) -Accreditation Liaison Officer (WASC) stipend approved at 10% by Regents in September 2006	X				
· Clinical Enterprise Management Recognition Plan- *example payout calculated at 20%		X			
· Any other bonuses/Incentives		X			
· Annual Incentive Plan (Treasurer's Office only)		X			
· Senior Management Supplemental Benefit Program - eligible to receive 5% as contribution to retirement plan for total annual amount at current base salary		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			NO	
· Executive Business Travel Insurance	X			NO	
· Exec. Salary Continuation for Disability	X			NO	
· 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)			\$235,800		REGENTS

[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.