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November 5, 2008

APPROVED

**ACTION UNDER INTERIM AUTHORITY – SALARY ADJUSTMENT FOR
CHRISTOPHER WATERMAN AS DEAN – SCHOOL OF THE ARTS AND
ARCHITECTURE, LOS ANGELES CAMPUS**

Action under interim authority is requested due to recent completion of a comprehensive five-year performance review and the importance of this position to ongoing program responsibilities.

RECOMMENDATION

It is recommended that the following items be approved in connection with a salary adjustment for Christopher Waterman as Dean – School of the Arts and Architecture, Los Angeles campus:

- (1) An equity increase of \$37,800 (18.24 percent) increasing his base salary from \$207,200 to \$245,000 at SLCG 108 (Minimum \$192,300 Midpoint \$244,900 Maximum \$297,400).
- (2) This salary adjustment will preclude Mr. Waterman from further merit or equity increase consideration during fiscal year 2008/09.
- (3) Effective December 1, 2008.

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits, and standard senior management benefits (including senior management life insurance, business travel accident insurance, and salary continuation for disability);
- 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 UCLA campus is recommending approval of a salary equity increase for Christopher Waterman, Dean – School of the Arts and Architecture. The proposed salary equity increase of 18.24 % will bring Dean Waterman’s salary to \$245,000, slightly above the midpoint of grade 108 of the Senior Leadership Compensation Group (SLCG), in recognition of his experience and significant contributions in the role.

**COMPENSATION FOR CHRISTOPHER WATERMAN, DEAN, SCHOOL OF THE
ARTS AND ARCHITECTURE, 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 | X | | \$245,000 | NO | REGENTS |
| · Health Sciences Compensation Plan | | X | | | |
| · Additional Salary (Stipend, add-ons, etc.) Admin. Stipend (exception on duration only) | | | | | |
| · Clinical Enterprise Management Recognition Plan- up to 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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|--|-----------|----|-----------|------------------------|----------------------|
| | 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) | | | \$245,000 | | |

[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.