

**NOVEMBER 2007
COMMITTEE ON COMPENSATION**

**SALARY AND STIPEND ADJUSTMENT AND EXTENSION FOR SCOTT L. WAUGH
AS ACTING EXECUTIVE VICE CHANCELLOR AND PROVOST, LOS ANGELES
CAMPUS**

The President recommended that the Committee on Compensation recommend to The Regents approval of the following items in connection with the salary and stipend adjustment and extension for Scott L. Waugh as Acting Executive Vice Chancellor and Provost, Los Angeles campus:

- (1) Per policy, effective October 1, 2007, a merit increase of \$7,660 (4 percent) and an equity increase of \$2,987 (1.5 percent) to increase his base salary of \$191,500 to \$202,100 (rounded) (SLCG Grade 112 Minimum \$298,900, Midpoint \$385,300, Maximum \$471,500).
- (2) As an exception to policy, effective January 1, 2008, an increase in the stipend from 41.3 percent to 45 percent (\$90,945) to be calculated against Mr. Waugh's base salary of \$202,100 as Dean - Social Sciences for a total annual salary of \$293,100. The stipend amount of 45 percent constitutes an exception to the policy that provides for up to a 15 percent stipend.
- (3) If an adjustment to the annual base salary is made prior to the termination of this acting role, the current stipend will be recalculated against the new annualized base salary.
- (4) As an exception to policy, an extension of his stipend beyond the one-year duration provided for in policy. The initial acting appointment began January 1, 2007 through December 31, 2007 at 100 percent time and is proposed to continue from January 1, 2008 through December 31, 2008, or until a permanent appointment is made, whichever occurs first.

Additional items of compensation include:

- Per policy, Standard Pension and Health and Welfare Benefits and Standard Management benefits, including Senior Manager Life Insurance, Executive Business Travel Insurance, and Executive Salary Continuation for Disability.

Per policy, continuation of the 5 percent monthly contribution to the Senior Management Supplemental Benefit Program, consistent with Mr. Waugh's appointment prior to July 1996.
- 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

At their January 2007 meeting, The Regents approved the one-year acting appointment of Mr. Waugh as Executive Vice Chancellor and Provost. At that time, Mr. Waugh was Dean – Division of Social Sciences. He had planned to step down as Dean at the end of June 2006, at which time the campus expected to appoint a new Dean. However, the search process was unsuccessful and was therefore extended at the request of the Executive Dean.

In order to achieve a salary the campus felt was competitive for Mr. Waugh's services and appropriately aligned with that of internal comparators, a 41.2 percent stipend was proposed and approved in January 2007. Owing to the fact that an Acting Chancellor was in place during Mr. Waugh's acting appointment, the recruitment effort was deferred until this academic year (2007-08). A modest increase in the stipend is proposed in order to maintain alignment with other incumbents in the same role and whose positions are slotted in the same grade.

[Compensation form attached.]

**COMPENSATION FOR SCOTT L. WAUGH AS ACTING EXECUTIVE VICE CHANCELLOR AND PROVOST,
LOS ANGELES CAMPUS
Position Slotted in Grade 112 – Minimum \$298,900, Midpoint \$385,300, Maximum \$471,500**

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary (as Dean)	X		\$202,100	NO	REGENTS
· Health Sciences Compensation Plan		X			
· Additional Salary (Stipend, add-ons, etc.)					
• Stipend (effective 1/1/08)	X		\$90,945	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		\$10,105	NO	
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)					
		\$303,100 (rounded)			

[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.