

COMMITTEE ON COMPENSATION
July 2008

APPOINTMENT SALARY FOR FRANKLIN D. GILLIAM AS DEAN - SCHOOL OF PUBLIC AFFAIRS, LOS ANGELES CAMPUS

RECOMMENDATION

The President recommended that the Committee on Compensation recommend to the Regents approval of the following items in connection with the appointment of Franklin D. Gilliam as Dean - School of Public Affairs, Los Angeles campus:

- (1) A 16.4 percent increase (\$35,200) for an appointment salary of \$250,000, (SLCG Grade 107: Minimum \$172,300, Midpoint \$218,700, Maximum \$265,000).
- (2) This appointment is 100 percent time and will become effective September 1, 2008.

Additional items of compensation include:

- Per policy, 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 participation in the University of California Home Loan Program. Participation will comply with all University/campus normal Program parameters.
- Per policy, ineligible for Senior Management Supplemental Benefit due to faculty appointment.
- Per policy, accrual of sabbatical credits as a member of the 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.

BACKGROUND

Following a nation-wide search, Mr. Franklin D. Gilliam has been selected as the most highly qualified candidate for the position of Dean - School of Public Affairs at UCLA. The appointment is effective September 1, 2008.

Mr. Gilliam is currently Associate Vice Chancellor for the Center for Community Partnerships and is a Professor in the Department of Political Science. Mr. Gilliam emerged as the top candidate for the position as Dean both on the basis of his academic achievements, as well as his experience in interacting effectively with a variety of communities relevant to the School of Public Affairs' interests.

[Compensation form attached.]

**COMPENSATION FOR FRANKLIN D. GILLIAM AS DEAN-SCHOOL OF PUBLIC AFFAIRS,
LOS ANGELES CAMPUS**

Position 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		\$250,000	YES	REGENTS
· Health Sciences Compensation Plan		X			
· Additional Salary (Stipend, add-ons, etc.)		X			
· 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			
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 *			NO	
· Supplemental Home Loan Program (SHLP)	X **			NO	
· 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			

* Reflects 2 previous MOP loans and new MOP loan request

** Previous SHLP loan

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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)			\$250,000	YES	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.