

## **COMMITTEE ON COMPENSATION**

**SEPTEMBER 2007**

### **STIPEND FOR FERNANDO TORRES-GIL AS ACTING 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 Fernando Torres-Gil as Acting Dean - School of Public Affairs, Los Angeles campus:

- (1) Per policy, an administrative stipend of 3.8 percent (\$8,000) to increase his 9 month professorial salary of \$158,000 plus 3 summer ninths of \$52,700 to \$218,700.
- (2) If an adjustment to the annual academic base salary is made prior to the termination of this acting role, the current stipend will be recalculated against the new annualized academic base salary.
- (3) This appointment is at 100 percent time and is retroactive to August 1, 2007, and effective through June 30, 2008, or until the permanent incumbent returns to the position, whichever occurs first. It will be understood that if a shorter period of time is appropriate, the acting appointment and stipend will end.
- (4) Mr. Torres-Gil is currently receiving an \$8,000 administrative stipend for his responsibilities as Associate Dean - School of Public Affairs. Effective August 1, 2007, through June 30, 2008, that stipend will be used to compensate Mr. Torres-Gil for both his responsibilities as Associate Dean and Acting Dean. If the permanent incumbent in the Dean position returns prior to June 30, 2008, Mr. Torres-Gil will retain this stipend for his duties as Associate Dean.

Additional items of compensation include:

- Per policy, Standard Pension and Health and Welfare Benefits.
- 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 need to temporarily fill the position of Dean - School of Public Affairs is necessitated by the current Dean's (Barbara J. Nelson) announcement that she will begin a medical leave from August 1, 2007 to February 1, 2008, subject to extension, followed by her stepping down from the position effective June 30, 2008. UCLA requests authority to extend proposed Acting Dean Torres-Gil's appointment through June 30, 2008, should circumstances arise that necessitate this extension. Mr. Torres-Gil is an excellent choice for Acting Dean - School of Public Affairs

as he has served in this role previously (2004-2005) and has served as Associate Dean in the School since 1997.

[Compensation form attached.]

**COMPENSATION FOR FERNANDO TORRES-GIL AS ACTING DEAN-SCHOOL OF PUBLIC AFFAIRS,  
LOS ANGELES CAMPUS**

**Position Slotted in Grade 107 – Minimum \$167,600, Midpoint \$212,700, Maximum \$257,800**

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
<b>SALARY AND OTHER CASH PAYMENTS</b>					
· Annual Base Salary (9 month professorial salary paid over 12 months)	X		\$158,000	NO	
· Health Sciences Compensation Plan		X			
· Additional Salary (Stipend, add-ons, etc.)					
• Summer Salary (3 ninths)	X		\$52,700	NO	
• Stipend (effective 8/1/07)	X		\$8,000	NO	
· 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			
<b>BENEFITS AND PERQUISITES</b>					
· 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			
<b>ONE-TIME PAYMENTS/REIMBURSEMENTS</b>					
· 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			
<b>FUTURE BENEFITS</b>					
· 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			
<b>OTHER</b>					
· Administrative Fund Allocation		X			
· Corporate Board Service		X			
· Other (Specify)		X			
<b>TOTAL ANNUAL EMPLOYEE COMPENSATION</b> (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other)			\$218,700		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.