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November 5, 2008

**Approved**

**ACTION UNDER INTERIM AUTHORITY -- APPOINTMENT AND SALARY FOR  
SCOTT L. WAUGH AS EXECUTIVE VICE CHANCELLOR AND PROVOST, LOS  
ANGELES CAMPUS**

Action under interim authority is requested for the appointment and salary of Scott L. Waugh as Executive Vice Chancellor and Provost, Los Angeles campus. Action under interim authority is requested due to the importance of this position to the daily business operations of the UCLA campus and to ensure leadership continuity.

**RECOMMENDATION**

It is recommended that the following items be approved in connection with the appointment salary for Scott L. Waugh as Executive Vice Chancellor and Provost, Los Angeles campus:

- (1) As an exception to policy, appointment salary of \$366,000, in SLCG Grade 112 (Minimum \$298,900, Midpoint \$385,300, Maximum \$471,500). This salary represents an 81 percent increase from his current base salary of \$202,100. This is an exception to policy to policy which allows for up to a 25 percent increase in one fiscal year. The overall increase in total cash compensation (base salary plus existing stipend) is 24.9 percent.
- (2) This appointment is at 100 percent time and is 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, executive business travel insurance, and executive salary continuation for disability).
- Per policy, 5 percent monthly contribution to the Senior Management Supplemental Benefit Program consistent with Mr. Waugh's senior management appointment prior to July 1, 1996.

- Per policy, an automobile allowance of \$743 per month (\$8,916 per annum).
- 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**

Following an extensive nationwide search, the Los Angeles campus has identified the current acting incumbent Mr. Scott L. Waugh as the most highly qualified candidate for the position of Executive Vice Chancellor and Provost. Mr. Waugh has served in the acting role since January 1, 2007. In addition to his excellent academic achievements as a Professor of History, Mr. Waugh has significant administrative experience at UCLA. Mr. Waugh's leadership for 15 years as Dean of UCLA's Division of Social Sciences provides him with a keen understanding of the challenges that face senior leadership. He has shown dedication to the mission and ideals of UCLA and commitment to academic excellence, interdisciplinary collaboration, diversity and community engagement. Additionally, his many honors and fellowships include two grants from the National Endowment for the Humanities, the UC President's Fellowship in the Humanities, the UCLA Distinguished Teaching Award, and a UCLA Faculty Development Award. For purposes of leadership continuity and in view of the importance of this position to the daily business operations of the UCLA campus, interim action by the Regents is requested. This is an especially critical time given the current budgetary challenges facing the University.

**COMPENSATION FOR SCOTT L. WAUGH AS 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			
<b>SALARY AND OTHER CASH PAYMENTS</b>					
· Annual Base Salary	X		\$366,000	NO	
· 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 - eligible to receive 5% as contribution to retirement plan for total annual amount at current base salary.	X		\$18,300	NO	
<b>BENEFITS AND PERQUISITES</b>					
· Standard Benefits Package (Health, UCRP, Vision, Dental, etc.)	X			NO	
· Automobile Allowance	X		\$8,916		
· 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			
<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)					
		\$393,216			

[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.