The Regents of the University of California

COMMITTEE ON COMPENSATION
May 15, 2008

A Special Meeting of the Committee on Compensation was held on the above date at Covel Commons, Los Angeles campus.

Members present: Regents Blum, Dynes, Kozberg, Lozano, Pattiz, and Varner; Advisory members Cole and Scorza

In attendance: Regents Allen, Brewer, Bugay, De La Peña, Garamendi, Gould, Hotchkis, Island, Marcus, Reiss, Ruiz, Schilling, and Wachter, Regent-designate Shewmake, Secretary and Chief of Staff Griffiths, Associate Secretary Shaw, General Counsel Robinson, Chief Investment Officer Berggren, Provost Hume, Executive Vice Presidents Darling and Lapp, Vice Presidents Beckwith, Foley, Lenz, and Sakaki, Chancellors Block, Blumenthal, Drake, Fox, Kang, Vanderhoef, and Yang, Acting Chancellor Grey, and Recording Secretary Bryan

The meeting convened at 9:15 a.m. with Committee Chair Lozano presiding.

1. **READING OF NOTICE OF MEETING**

For the record, it was confirmed that notice had been given in compliance with the Bylaws and Standing Orders for a Special Meeting of the Committee on Compensation, for this date and time, for the purpose of considering the recommendation to compensate a Chancellor.

2. **PUBLIC COMMENT PERIOD**

There were no persons wishing to address the Committee.

3. **APPROVAL OF TOTAL COMPENSATION FOR TIMOTHY P. WHITE AS CHANCELLOR, RIVERSIDE CAMPUS AS DISCUSSED IN REGENTS ONLY SESSION**

The Committee recommended that, contingent upon his appointment as Chancellor of the Riverside campus, 100 percent, an annual salary of $325,000 be approved for Timothy P. White as Chancellor, Riverside campus, effective no later than September 1, 2008, along with the additional compensation items listed below.

Additional compensation and related items include:

- Per policy, an automobile allowance. The automobile allowance may be in the form of a leased vehicle or a monthly cash allowance of $743 ($8,916 per annum).
- Per policy, a University house will be provided on campus while Chancellor.
- As an exception to policy, reimbursement of up to two round-trip coach air fares between Riverside and Moscow, Idaho for Mr. White and his spouse for the period between May 19 and August 31, 2008, to assist in the transition from University of Idaho to UCR.
- Per policy, packing and relocation of household effects up to a maximum of $30,000 to be completed within one year from the date he assumes the Chancellorship in order for it to be nontaxable. The move may be accomplished in one or more stages.
- Per policy, packing and relocation of his library and any other related equipment and materials.
- Within policy, a relocation allowance of $25,000 (7.7 percent). The policy allows for a relocation allowance of up to 25 percent of base salary.
- Consistent with past practice, upon leaving the Chancellor position and returning to the UCR faculty, the University will arrange for the relocation of personal belongings to a location of his choice within the greater Riverside area near the UCR campus.
- Per policy, eligibility for a Mortgage Origination Program (MOP) loan in order to purchase a primary residence in which to live when stepping down as Chancellor, if he assumes a tenured faculty position at UCR or at another UC campus. The benefit will be available for 12 months after stepping down as Chancellor. If granted a MOP loan, he will be entitled to continue under the program into retirement as long as he remains in the home.
- Per policy, an Administrative Fund will be established. Adjustments may occur annually as allowed by 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) and accrual of sabbatical leave. Credit for prior UC service (approximately five years) will be granted and will count toward UC benefits such as vacation, pension, and any other service-based benefits. It is estimated that with ten years of service, this will produce a monthly retirement benefit of approximately $5,074 under the standard retirement plan formula.

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.

Upon motion duly made and seconded, the Committee approved the recommendation and voted to present it to the Board.

The meeting adjourned at 9:16 a.m.

Attest:

Secretary and Chief of Staff