

COMMITTEE ON COMPENSATION
May 2008

**APPOINTMENT OF AND TOTAL COMPENSATION FOR TIMOTHY P. WHITE AS
CHANCELLOR, RIVERSIDE CAMPUS**

RECOMMENDATION

- (1) Having completed consultation with the Committee to Advise the President on the Selection of the Chancellor of the Riverside Campus, the President recommended that Timothy P. White be appointed Chancellor of the Riverside campus, 100 percent, effective no later than September 1, 2008. He will also hold an academic appointment, zero percent time, on the UCR campus.
- (2) The President recommended that the Committee on Compensation recommend to the Regents that contingent upon his appointment by the Regents as Chancellor of the Riverside campus, 100 percent, an annual salary of \$325,000 be approved, effective no later than September 1, 2008, along with the additional compensation related 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 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, 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. Board action concerning compensation will be taken in Open Session.]

BACKGROUND

Mr. White received his Ph.D. from the University of California, Berkeley, and spent two years as a post-doctoral scholar in physiology at the University of Michigan before starting his academic career. He is internationally recognized for his work in muscle plasticity, injury, and aging.

[Compensation form attached.]

**COMPENSATION FOR TIMOTHY P. WHITE AS CHANCELLOR,
RIVERSIDE CAMPUS**

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	YES		\$325,000		REGENTS
· Health Sciences Compensation Plan		NO			
· Additional Salary (Stipend, add-ons, etc.)		NO			
· Clinical Enterprise Management Recognition Plan- up to 20%		NO			
· Any other bonuses/Incentives		NO			
· Annual Incentive Plan (Treasurer's Office only)		NO			
· Senior Management Supplemental Benefit Program - eligible to receive 5% as contribution to retirement plan for total annual amount at current base salary		NO			
BENEFITS AND PERQUISITES					
· Standard Benefits Package (Health, UCRP, Vision, Dental, etc.) Counting prior service of approximately 5 years produces an estimated monthly retirement of \$5,074 after 10 years of service under the standard Retirement Plan formula.	YES			NO	
· Automobile Allowance	YES		\$8,916	NO	REGENTS
· Leased Automobile		NO			
· Senior Manager Life Insurance	YES			NO	
· Executive Business Travel Insurance	YES			NO	
· Exec. Salary Continuation for Disability	YES			NO	
· Mortgage Origination Program (MOP) Loan	YES			NO	REGENTS
· Supplemental Home Loan Program (SHLP)		NO			
· University-provided Housing (President/Chancellors)	YES			NO	REGENTS
· Educational Expenses		NO			
· Other Benefits / Perquisites		NO			
ONE-TIME PAYMENTS/REIMBURSEMENTS					
· Payment in Lieu of Sabbatical Pay		NO			
· Relocation Allowance - 7.7% of base salary	YES		\$25,000	NO	REGENTS
· Temporary Housing Allowance - 1 month per policy		NO			
· Payment in lieu of Vacation Pay		NO			
· Moving Expenses/Movement of Household Goods – up to a maximum of \$30,000	YES			NO	REGENTS

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
FUTURE BENEFITS					
· Post-retirement Employment Agreements		NO			
· Consultant/Independent Contractor Compensation Agreement		NO			
· Severance/Separation Agreement		NO			
· Sabbatical/Administrative Leave Accrual – normal accrual per policy including credit for prior UC service	YES			NO	
· Special Health Benefits or Other Benefits		NO			
· Two round-trip coach airfares for Mr. White and spouse between Riverside and Moscow, Idaho to ensure smooth transition	YES			YES	REGENTS
OTHER					
· Administrative Fund Allocation	YES			NO	
· Corporate Board Service –	YES			NO	
· Mr. White will hold a tenured faculty appointment		NO			
TOTAL ANNUAL EMPLOYEE COMPENSATION (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other)			\$358,916		

[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.