

**INTERIM ACTION  
COMMITTEE ON COMPENSATION  
DECEMBER 2007**

**CONTRACT COMPENSATION FOR MICHAEL IZZI AS DIRECTOR OF  
INTERCOLLEGIATE ATHLETICS, IRVINE CAMPUS**

Action under interim authority was requested for the appointment of Michael Izzi. This request was in response to an immediate need to fill this position and the need to secure Mr. Izzi in this position.

**Compensation:**

Mr. Izzi's contract will be effective January 1, 2008 and terminate on December 31, 2012, unless terminated earlier pursuant to the term of the Employment Contract or unless the parties agree in writing to the terms of a successor contract or a contract extension prior to that date.

The campus undertook negotiations with Mr. Izzi to employ him as the Athletics Director upon the resignation of former Athletic Director, Robert Chichester.

The following terms and conditions are reflected in the proposed contract:

- (1) Base Salary: This contract establishes an initial base salary of **\$190,000**:

<u>Effective Dates</u>	<u>Amount</u>	<u>Percent Increase</u>
1/01/08 – 12/31/12	\$190,000	Appointment Salary

- (2) Automobile: Consistent with practice, a courtesy vehicle or an allowance of \$500 per month if such vehicle is not available.
- (3) Signing Bonus: Upon full execution of the contract, no later than December 31, 2007, Mr. Izzi will receive a signing bonus of \$40,000 in one lump sum. The signing bonus will be repaid as follows: If he leaves at any time before the completion of two years, for any reason, the \$40,000 will be paid back on a pro-rata basis (one-twenty-fourth for each month not completed).
- (4) As an exception to policy, reimbursement of 100 percent of moving expenses.

This contract does not contain a penalty clause for early termination. If Mr. Izzi terminates before the expiration of the agreement, he simply loses the benefits of the agreement, and all University obligations will cease.

Additional elements of compensation include:

- Authorization by The Regents to participate in the Mortgage Origination Program (MOP) under a non-standard title up to the maximum allowed by policy of \$1,330,000. As Director of Intercollegiate Athletics, Mr. Izzi is not classified in a position that would normally qualify for MOP participation. Per policy, the President may approve participation in MOP for an individual in a non-standard title if it is deemed critical to the interests of the campus. The loan will comply with all other normal program parameters.
- Consistent with Business and Finance Policy G-43; IV; C; 2: Policy on University membership in organizations. Golf Club Membership with a value of approximately

\$7,200.

- Consistent with University Policy, Standard Pension and Health and Welfare benefits.

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**

After the resignation of the former Director of Intercollegiate Athletics and Campus Recreation, effective July 31, 2007, the campus began an extensive recruitment process. It is vital that the campus be able to offer the position as soon as possible due to: 1) the start of the new academic year, 2) an effort to maintain the positive momentum after a very successful previous year in athletics, and 3) several recent personnel changes in the department of athletics has resulted in the need for strong leadership. The campus has identified an excellent candidate in Mr. Izzi.