

**COMMITTEE ON COMPENSATION  
JANUARY 2008**

**RETENTION INCREASE FOR THOMAS J. MITCHELL AS VICE CHANCELLOR –  
UNIVERSITY ADVANCEMENT, IRVINE CAMPUS**

The President recommended that the Committee on Compensation recommend to The Regents approval of the following items in connection with a retention increase for Thomas J. Mitchell as Vice Chancellor – University Advancement, Irvine campus:

- (1) Per policy, retention increase of \$24,400 (9.7 percent) to increase his annual base salary from \$250,600 to \$275,000. (Salary Grade 108: Minimum \$192,300, Midpoint \$244,900, Maximum \$297,400)
- (2) This increase is effective December 1, 2007.

Additional items of compensation continue to include:

- Per 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.
- Per policy, continued participation in the Senior Management Supplemental Benefit Program at the rate of 5 percent.
- Per policy, annual automobile allowance of \$8,916.
- As an exception to policy, as part of a previous retention package in 2003, participating in Mortgage Origination Program (MOP) with a reduced interest rate differential reducing the standard MOP rate to 3 percent. The campus is providing Mr. Mitchell with a 5 percent differential fixed for a period of twelve years (beginning August 27, 2003).
- Per policy, Country Club Membership with a value of approximately \$7,620.

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 Irvine campus is seeking approval to offer a \$24,400 (9.7 percent) increase in response to an employment offer received by Thomas J. Mitchell. Mr. Mitchell has served as the Vice Chancellor – University Advancement for over five years. In this time, under his direction, annual private gift/grant support to the University has increased by more than 240 percent (from \$35 million to more than \$120 million); the number of gifts has increased by more than 52 percent (from 17,088 to over 26,000); and the endowment has increased 70 percent (from \$117.1 million to \$200 million).

[Compensation form attached.]

**COMPENSATION FOR THOMAS J. MITCHELL AS VICE CHANCELLOR – UNIVERSITY ADVANCEMENT  
IRVINE CAMPUS**

**Position Slotted in Grade 108 – Minimum \$192,300, Midpoint \$244,900, Maximum \$297,400**

**Effective December 1, 2007 pending approval by The Regents**

ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
<b>SALARY AND OTHER CASH PAYMENTS</b>					
· Annual Base Salary	X		\$275,000	NO	REGENTS
· Health Sciences Compensation Plan		X			
· Additional Salary (Stipend, add-ons, etc.)		X			
· Clinical Enterprise Management Recognition Plan- up to 20%		X			
*example payout calculated at 20%					
· 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		\$13,750	NO	
<b>BENEFITS AND PERQUISITES</b>					
· Standard Benefits Package (Health, UCRP, Vision, Dental, etc.)	X			NO	
· Automobile Allowance	X		\$8,916	NO	REGENTS
· 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			NO	REGENTS
· 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 – 100% of covered expenses		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			
· Special Health Benefits or Other Benefits		X			
<b>OTHER</b>					
· Administrative Fund Allocation		X			
· Corporate Board Service		X			
· Other (Specify) Country Club membership of \$7,620	X				
<b>TOTAL ANNUAL EMPLOYEE COMPENSATION</b> (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other)			\$297,666		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.