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Approved

COMMITTEE ON COMPENSATION

May 12, 2016

TO THE REGENTS OF THE UNIVERSITY OF CALIFORNIA

**A. APPOINTMENT OF AND COMPENSATION FOR MICHAEL STEVEN LEVINE
AS INTERIM VICE CHANCELLOR – ACADEMIC PERSONNEL, LOS
ANGELES CAMPUS**

Recommendation

The Committee recommends approval of the following items in connection with the appointment of and compensation for Michael Steven Levine as Interim Vice Chancellor – Academic Personnel, Los Angeles campus:

- (1) Appointment of Michael Steven Levine as Interim Vice Chancellor – Academic Personnel, Los Angeles campus at 100 percent time.
- (2) Per policy, a temporary annual base salary of \$320,000.
- (3) Per policy, continued standard pension and health and welfare benefits.
- (4) Per policy, continued eligibility for accrual of sabbatical credits as a member of tenured faculty.
- (5) Per policy, continued eligibility to participate in the UC Home Loan Program, subject to all applicable program requirements.
- (6) This action will be effective July 1, 2016, continuing for up to 24 months or until the appointment of a new Vice Chancellor – Academic Personnel, whichever occurs first.

The compensation described above shall constitute the University's total commitment until modified by the Regents, the President, or the Chancellor, as applicable under Regents policy, and shall supersede all previous oral and written commitments. Compensation recommendations and final actions will be released to the public as required in accordance with the standard procedures of the Board of Regents.

Background to Recommendation

The President of the University recommends approval of the appointment of and compensation for Michael Steven Levine as Interim Vice Chancellor – Academic Personnel, Los Angeles campus, at 100 percent time. This action will be effective July 1, 2016, following the retirement of the current Vice Chancellor – Academic Personnel who is returning to her faculty position. This action will continue for up to 24 months or until the appointment of a new Vice Chancellor – Academic Personnel, Los Angeles campus, whichever occurs first. The interim appointment of Mr. Levine will allow the campus to complete a full search for a successor in this key role.

A professor of psychiatry and biobehavioral sciences, Mr. Levine is currently Chair, Interdepartmental Undergraduate Program for Neuroscience and serves as Special Assistant to the Vice Chancellor – Academic Personnel. As Special Assistant to the Vice Chancellor – Academic Personnel, Mr. Levine analyzes and evaluates personnel cases after they have been considered by the Council on Academic Personnel. He also provides guidance for cases that have encountered procedural difficulties and advises faculty members who are seeking merit equity reviews. In addition, he reviews conflict of commitment reports, provides input on academic personnel policy changes, and serves on or chairs task forces associated with new initiatives in academic personnel, including the new faculty information system. Finally, he is a frequent panelist and speaker at workshops and other programs designed for junior faculty, department chairs, and deans relating to academic personnel matters.

Given Mr. Levine's significant and relevant experience, the campus is proposing a temporary base salary of \$320,000 while serving in this interim role. The proposed base salary reflects a decrease from Mr. Levine's current total compensation of \$322,100, which includes a faculty base salary of \$318,500 and a stipend of \$3,600 for serving in the Special Assistant role; the stipend will cease when Mr. Levine assumes this temporary role. Thus, the campus would like to take into account the relationship between Mr. Levine's faculty salary and his administrative salary to determine appropriate and fair compensation. The proposed base salary is 14.7 percent above the 75th percentile of the position's Market Reference Zone (\$279,000) and two percent above the current incumbent's base salary (\$313,511). The proposed salary is four percent below the 90th percentile of the Market Reference Zone (MRZ). As provided in Regents Policy 7701, a salary near the 90th percentile of the MRZ is appropriate given that Mr. Levine has highly specialized credentials, professional accomplishments, and expertise that set him apart from internal and external peers.

At the conclusion of the interim appointment, Mr. Levine will revert to his current position as Chair, Interdepartmental Undergraduate Program in Neuroscience and his base salary will revert to the base salary in effect as of June 30, 2016 (\$318,500), plus any adjustments made under the UCLA faculty salary program during his interim appointment.

This position will be partially or fully State-funded.

COMPARATIVE ANALYSIS

Recommended Compensation

Effective Date : July 1, 2016

Annual Base Salary: \$320,000

Target Cash Compensation:* \$320,000

Funding: partially or fully State-funded

Budget &/or Prior Incumbent Data

Title: Vice Chancellor – Academic Personnel

Annual Base Salary: \$313,511

Target Cash Compensation:* \$313,511

Funding: partially or fully State-funded

* Target Cash Compensation consists of base salary and, if applicable, incentive and/or stipend.

COMPETITIVE ANALYSIS FOR INTERIM VICE CHANCELLOR – ACADEMIC PERSONNEL (MRZ TITLE: VICE CHANCELLOR – ACADEMIC PERSONNEL)

Percentiles	MARKET REFERENCE ZONE FOR BASE SALARY				
	25 th	50 th	60 th	75 th	90 th
Market Data	\$189k	\$232k	\$245k	\$279k	\$333k
% Difference from Market	69.3%	37.9%	30.6%	14.7%	-3.9%

Survey Source: College and University Professional Association (CUPA) Administrators in Higher Education Salary Survey

Submitted by: UCLA Chancellor Block
Reviewed by: Committee on Compensation Chair Reiss
 Office of the President, Human Resources

Committee vote: Regents Brown, Elliott, Gould, Island, Kieffer, Lansing, Lozano, Napolitano, Ortiz Oakley, Pattiz, Reiss, Sherman, and Varner voting “aye.”

Board vote: Regents Davis, De La Peña, Elliott, Gorman, Gould, Island, Lansing, Lozano, Napolitano, Ortiz Oakley, Oved, Pattiz, Reiss, Varner, and Zettel voting “aye.”

B. APPOINTMENT OF AND COMPENSATION USING NON-STATE FUNDS FOR CHRISTINE A. GULBRANSON AS SENIOR VICE PRESIDENT – RESEARCH INNOVATION AND ENTREPRENEURSHIP, OFFICE OF THE PRESIDENT

Recommendation

The Committee recommends approval of the following items in connection with the appointment of and compensation for Christine A. Gulbranson as Senior Vice President – Research Innovation and Entrepreneurship, Office of the President:

- (1) Appointment of Christine A. Gulbranson as Senior Vice President – Research Innovation and Entrepreneurship, Office of the President at 100 percent time.
- (2) Per policy, an annual base salary of \$325,000, increasing to \$345,000 in year two, conditioned upon a performance assessment conducted by the President.
- (3) Per policy, annual automobile allowance of \$8,916.
- (4) Per policy, a monthly contribution to the Senior Management Supplemental Benefit Program.
- (5) Per policy, eligibility to participate in the UC Home Loan Program, subject to all applicable program requirements.
- (6) Per policy, standard pension and health and welfare benefits and standard senior management benefits (including senior management life insurance and executive salary continuation for disability after five consecutive years of Senior Management Group service).
- (7) This action will be effective May 16, 2016.

The compensation described above shall constitute the University's total commitment until modified by the Regents or the President, as applicable under Regents policy, and shall supersede all previous oral and written commitments. Compensation recommendations and final actions will be released to the public as required in accordance with the standard procedures of the Board of Regents.

Background to Recommendation

The President of the University recommends approval for the appointment of and compensation using non-State funds for Christine A. Gulbranson as Senior Vice President – Research Innovation and Entrepreneurship, Office of the President, effective May 16, 2016. Ms. Gulbranson replaces Regis Kelly, who returned to UCSF to continue his leadership of the incubator QB3, one of four Governor Gray Davis Institutes for Science and Innovation.

A national search for the Senior Vice President – Research Innovation and Entrepreneurship was launched on December 1, 2015 by a Search Advisory Committee chaired by Rich Lyons, Dean of the Haas School of Business, UC Berkeley. This committee narrowed the pool and recommended multiple highly qualified candidates for interviews with the President, who selected Ms. Gulbranson as the best candidate for the position at a proposed starting base salary of \$325,000, using non-State funds, specifically funds from the President’s Endowment.

Ms. Gulbranson is an executive with wide-ranging and uncommon experience. Currently, she is the Chief Executive Officer of Christalis LLC, which provides global strategic advisory services to organizations. She is a highly accomplished scientist and engineer with multiple degrees in physics, materials science, and chemical engineering. She launched the national industry association Advanced Energy Economy and, as CEO of the Nevada Institute for Renewable Energy Commercialization, started the first renewable energy accelerator in the United States; this public-private partnership consisted of a consortium of research institutions, utilities, corporations, investors, and government entities.

Ms. Gulbranson was a senior fellow with the Kauffman Foundation, where she led the foundation’s clean technology initiatives and supported the development of commercial innovation at the university level with broad national and international exposure, emphasizing traditional and non-traditional technology transfer activities that included models such as proof-of-concept centers and accelerators. As a partner in the venture capital firm Global Catalyst Partners, she invested in seed and early-stage companies in information technology and materials. As a specialist in the Industrial Partnerships Office at Lawrence Livermore National Laboratory, she established an incubator to accelerate entrepreneurial business growth through new business formation and commercialization of Laboratory-developed technology.

In addition, Ms. Gulbranson previously served as Director of Research Collaborations at the UC Office of the President, where she provided leadership in the creation and evaluation of opportunities for large-scale collaborations among universities, National Laboratories, and industry by evaluating opportunities in very broad technical fields across all areas of biological and physical sciences and engineering with respect to commercial potential and engaging the parties to establish collaborative efforts.

As the Senior Vice President – Research Innovation and Entrepreneurship, Ms. Gulbranson will report directly to the President of the University of California system and work closely with the President to lead the Innovation and Entrepreneurship Office. She will actively engage potential partners in governments, finance, business, philanthropy, and the scientific community to promote investment in UC research and innovation, and advance an entrepreneurial culture throughout the system. In this role, Ms. Gulbranson will also create new opportunities for the President to interact with key people and organizations to advocate for and achieve these goals. In addition, she will advise the President on ways to increase entrepreneurship and innovation at UC.

Ms. Gulbranson will be the primary lead for the President's Innovation and Entrepreneurship Initiative and convene the President's Innovation Council meetings. She will draw on assets in other parts of the Office of the President, including Government Relations, Public Affairs, Research and Graduate Studies, UC Health, the Office of the Chief Investment Officer, and the Office of the General Counsel. On the campuses, the Senior Vice President – Research Innovation and Entrepreneurship will work closely with the Vice Chancellors for Research, innovation leaders and center Directors, as well as leaders in Government Relations, Development, and Communications.

The recommended base salary for Ms. Gulbranson is consistent with Regents Policy 7701, Senior Management Group Appointment and Compensation. The President is proposing a starting base salary of \$325,000 for the first year. In lieu of participating in the regular annual salary program, Ms. Gulbranson's salary will increase to \$345,000 in year two, conditioned upon the President's assessment of Ms. Gulbranson's performance against predetermined objectives. The proposed salary is 14.5 percent below the 60th percentile of the Market Reference Zone (MRZ) for this position (MRZ title – Senior Advisor to the President for Innovation and Entrepreneurship).

COMPARATIVE ANALYSIS

Recommended Compensation

Effective Date: May 16, 2016

Annual Base Salary: \$325,000 (appointment salary for year one)

Target Cash Compensation:* \$325,000

Funding: non-State-funded

Budget &/or Prior Incumbent Data

Title: Senior Advisor to the President for Innovation and Entrepreneurship

Base Salary: \$349,000 (an annualized base salary of \$465,000 prorated at 75 percent)

Target Cash Compensation:* \$349,000

Funding: partially or fully State-funded

* Target Cash Compensation consists of base salary and, if applicable, incentive and/or stipend.

**COMPETITIVE ANALYSIS FOR SENIOR VICE PRESIDENT – RESEARCH
INNOVATION AND ENTREPRENEURSHIP, OFFICE OF THE PRESIDENT¹**

Percentiles	MARKET REFERENCE ZONE FOR BASE SALARY					MARKET COMPOSITE FOR TARGET CASH COMPENSATION				
	25th	50th	60th	75th	90th	25 th	50th	60th	75th	90th
Market Data	\$325K	\$355K	\$380K	\$422K	\$528K	\$409K	\$475K	\$550K	\$661K	\$737K
% Difference from Market	0%	-8.5%	-14.5%	-23.0%	-38.4%	-20.5%	-31.6%	-40.9%	-50.8%	-55.9%

Survey Source: CUPA Administrators in Higher Education Salary Survey, and Sullivan Cotter Manager and Executive Compensation Survey

Submitted by: UC President Napolitano
Reviewed by: Committee on Compensation Chair Reiss
Office of the President, Human Resources

Committee vote: Regents Brown, Gould, Island, Kieffer, Lansing, Lozano, Napolitano, Ortiz Oakley, Pattiz, Reiss, Sherman, and Varner voting “aye,” and Regent Elliott voting “no.”

Board vote: Regents Davis, De La Peña, Elliott, Gorman, Gould, Island, Lansing, Lozano, Napolitano, Ortiz Oakley, Oved, Pattiz, Reiss, Varner, and Zettel voting “aye.”

¹ This position was formerly called Senior Advisor to the President for Innovation and Entrepreneurship. The Regents approved the new title of Senior Vice President – Research Innovation and Entrepreneurship in March 2016. The new role is substantially the same as the former role.