

GOVERNANCE AND COMPENSATION COMMITTEE

September 15, 2016

TO THE REGENTS OF THE UNIVERSITY OF CALIFORNIA

APPOINTMENT OF AND COMPENSATION FOR RALPH J. HEXTER AS INTERIM CHANCELLOR, DAVIS CAMPUS

Recommendation

The Committee recommends approval of the following items in connection with the appointment of and compensation for Ralph J. Hexter as Interim Chancellor, Davis campus:

- A. Appointment of Ralph J. Hexter as Interim Chancellor, Davis campus at 100 percent time, effective upon approval, and continuing until a new Chancellor is appointed.
- B. Per policy, continued annual base salary of \$400,842.
- C. Per policy, continued annual automobile allowance of \$8,916.
- D. Per policy, continued eligibility to participate in the UC Home Loan Program, subject to all applicable program requirements.
- E. Per policy, an administrative fund will be established for official entertainment and other purposes permitted by University policy. Adjustments may occur annually as allowed by policy.
- F. Per policy, continued participation in standard pension and health and welfare benefits and standard senior management benefits (including senior management life insurance and executive salary continuation for disability).
- G. Per policy, continued accrual of sabbatical credits as a tenured faculty member.

COMPARATIVE ANALYSIS

Recommended Compensation

Effective Date: upon approval

Base Salary: \$400,842

Target Cash Compensation:* \$400,842

Funding: partially or fully State-funded

Budget and/or Prior Incumbent Data

Title: Chancellor

Base Salary: \$424,360

Target Cash Compensation:* \$424,360

Funding: partially or fully State-funded

*Target Cash Compensation consists of base salary and, if applicable, incentive and/or stipend. For participants in the Health Sciences Compensation Plan (HSCP), Target Cash Compensation also includes HSCP payments.

COMPETITIVE ANALYSIS FOR CHANCELLOR

MARKET REFERENCE ZONE FOR BASE SALARY					
Percentiles	25th	50th	60th	75th	90th
Market Data	\$426K	\$609K	\$716K	\$881K	\$1,036K
% Difference from Market	-5.9%	-34.2%	-44.0 %	-54.5%	-61.3%

Survey Source: College and University Professional Association (CUPA) Survey

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.

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

Committee vote: Regents Elliott, Gould, Lansing, Lozano, Napolitano, Ortiz Oakley, Pattiz, Schroeder, and Varner voting “aye.”

Board vote: Regents Brody, De La Peña, Elliott, Gould, Island, Kieffer, Lansing, Lozano, Makarechian, Napolitano, Ortiz Oakley, Pattiz, Ramirez, Reiss, Schroeder, Sherman, Varner, and Zettel voting “aye.”

Background to Recommendation

The President of the University recommends the appointment of and compensation for Ralph J. Hexter to serve as Interim Chancellor, Davis campus. Mr. Hexter will serve in this interim capacity until the permanent chancellor is named and in place.

There will be no change to Mr. Hexter’s current base salary of \$400,842, which is 5.9 percent below the 25th percentile (\$426,000) of the Market Reference Zone (MRZ) for the position of Chancellor.

Mr. Hexter is recognized as a seasoned university academic leader and has been serving as Acting Chancellor since April 27, 2016, while the then-Chancellor was on administrative leave. He previously served as Provost and Executive Vice Chancellor of UC Davis since January 2011. Prior to joining UC Davis, Mr. Hexter served as President of Hampshire College, in Amherst, Massachusetts, a liberal arts college renowned for the student-centered, portfolio-based course of interdisciplinary study it pioneered. Previously he served as Executive Dean of the University of California, Berkeley, College of Letters and Science, the largest of UC Berkeley's 14 colleges and schools, and as Dean of Arts and Humanities at UC Berkeley. He held prior academic administrative positions at the University of Colorado at Boulder and at Yale University.

Mr. Hexter holds four degrees, a bachelor's degree from Harvard College, a bachelor's degree from Corpus Christi College, Oxford, and a master's degree and Ph.D. degree from Yale.