

Target Cash Compensation:* \$303,850

Market Reference Zone: (25th%: \$241,000, 50th%: \$313,000, 60th%: \$338,000, 75th%: \$376,000, 90th%: \$425,000)

Funding: partially or fully State-funded

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

COMPETITIVE ANALYSIS FOR VICE CHANCELLOR – DEVELOPMENT/UNIVERSITY RELATIONS

Percentiles	MARKET REFERENCE ZONE FOR BASE SALARY					Percentiles	MARKET COMPOSITE FOR TARGET CASH COMPENSATION				
	25 th	50 th	60 th	75 th	90 th		25 th	50 th	60 th	75 th	90 th
Market Data	\$241K	\$313K	\$338K	\$376K	\$425K	Market Data	\$229K	\$277K	\$325K	\$397K	\$469K
% Difference from Market	42.6%	9.8%	1.7%	-8.6%	-19.1%	% Difference from Market	50.1%	24.1%	5.8%	-13.4%	-26.7%

Survey Source: College and University Professional Association (CUPA) survey and Watson Wyatt Data Services for Top Management

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.

Submitted by: UC San Diego Chancellor Khosla
Reviewed by: President Napolitano
 Committee on Compensation Chair Kieffer
 Office of the President, Human Resources

11. REPORT OF COMMUNICATIONS RECEIVED

Secretary and Chief of Staff Kelman reported that, in accordance with Bylaw 16.9, Regents received a summary of communications in reports dated December 3, 2013 and January 6, 2014.

12. REPORT OF MATERIALS MAILED BETWEEN MEETINGS

Secretary and Chief of Staff Kelman reported that, on the dates indicated, the following were sent to the Regents or to Committees:

To Members of the Committee on Compensation

- A. From the President, the Annual Report on Executive Compensation for Calendar Year 2012: Deans and Certain Faculty Administrators. (November 12, 2013)

To the Regents and to the Members of the Committee on Grounds and Buildings

- B. From the President, Annual Report on Major Capital Projects Implementation, FY 2012-13. (November 5, 2013)

To Members of the Committee on Finance and the Committee on Oversight of the Department of Energy Laboratories

- C. From the President, Annual Report on Net Fee Income Received as Owner of a Limited Liability Company Managing a Department of Energy National Laboratory and Expenditures Made Therefrom. (December 3, 2013)

To Members of the Committee on Health Services

- D. From the President, the Medical Activity and Financial Status Report for the Twelve Months Ended June 30, 2013. (November 20, 2013)

To the Regents of the University of California

- E. From the Office of the General Counsel, the Bi-monthly Report of New Litigation for Reporting Period of 8/5/13 through 10/1/13. (October 30, 2013)
- F. From the President, a copy of her remarks to the Commonwealth Club of California on October 30, 2013. (October 31, 2013)
- G. From the Secretary and Chief of Staff, summaries of correspondence sent to the Regents for the month of October. (November 1, 2013)
- H. From the President, a report on the impact of the new Freshman Eligibility Policy. (November 8, 2013)
- I. From the Chairman, a report of Chancellor Dirks' inaugural remarks. (November 15, 2013)
- J. From Regent Pattiz, a letter regarding Lawrence Livermore National Laboratory Director nominations. (November 25, 2013)
- K. From the President, a letter regarding her proposed new initiatives. (November 27, 2013)
- L. From the Secretary and Chief of Staff, summaries of correspondence sent to the Regents for the month of November. (December 3, 2013)
- M. From the President, the Annual Report on New Indirect Cost Rates. (January 8, 2014)

- N. From the Secretary and Chief of Staff, summaries of correspondence sent to the Regents for the month of December. (January 6, 2014)
- O. From the President, a letter regarding Governor Brown's 2014-15 budget proposal. (January 9, 2014)

The meeting adjourned at 11:45 a.m.

Attest:

Secretary and Chief of Staff

Pending Approval

Additions shown by underscoring; deletions shown by strikethrough

SCHEDULE OF REPORTS TO THE REGENTS
[Pursuant to Bylaw 16.8(a)]
Amended ~~July 2012~~ January 2014

	Month(s) Presented or Mailed Provided to Regents
BOARD	
Report of the President Concerning University Activities and Individuals (the President's Report)	January March May July September November
COMMITTEE ON COMPENSATION	
Annual Reports on Executive Compensation for Calendar Year ____: (a) Incumbents in Senior Management Positions and (b) Deans and Certain Faculty Administrators (<i>mbm</i> ¹)	July
Annual Report on Compensated Outside Professional Activities for Calendar Year ____: Incumbents in Senior Management Positions (<i>mbm</i> [*])	July
Annual Report on Compensated Outside Professional Activities for Calendar Year ____: Deans and Faculty Administrators (<i>mbm</i> [*])	January
Annual Report on Health Sciences Compensation Plan Participants' Compensation that Exceed the Reporting Threshold (<i>mbm</i> [*])	November
Annual Report on Academic Personnel Salaries Above the Indexed Compensation Level (<i>mbm</i> [*])	November
Annual Report on Adjustment of the Indexed Compensation Level (<i>mbm</i> [*])	September
Biannual Compensation Monitoring Reports: (a) Incumbents in Certain Senior Management Positions; and (b) Deans and Full-Time Faculty Administrators (<i>mbm</i> [*])	May November

¹ mbm: Report is sent to all Regents as a mailing between meetings (mbm)

SCHEDULE OF REPORTS TO THE REGENTS
[Pursuant to Bylaw 16.8(a)]
Amended ~~July 2012~~ January 2014

	Month(s) Presented or Mailed Provided to Regents
Annual Compensation Monitoring Report for Calendar Year ____: Actions for Certain Athletic Positions and Coaches Systemwide (<i>mbm*</i>)	July
COMMITTEE ON COMPLIANCE AND AUDIT	
Internal Audit Plan	July
Annual Review of External Audit of Hastings College of the Law (<i>mbm*</i>)	March
Annual Report on Ethics and Compliance	September
Annual Report of External Auditors for the Year Ended June 30, ____	November
Annual Report on Internal Audit Activities	November
COMMITTEE ON EDUCATIONAL POLICY	
Annual Report on Private Support, Major Donors, and Namings and Endowed Chairs (<i>mbm*</i>)	November
Statistical Summary of Students and Staff (<i>mbm*</i>)	March
Annual Report on Student Financial Support (<i>mbm*</i>)	March
Annual Report on Undergraduate Admissions Requirements and Comprehensive Review [effective 2013] (<i>mbm*</i>)	July <u>November</u>
Annual Report on Proposals Seeking Research Funding from the Tobacco Industry (<i>mbm*</i>)	September
Biennial Report on Comprehensive Review (<i>mbm*</i>) [effective 2012]	September
Annual Report on Self-Supporting Professional Degree Programs (<i>mbm*</i>)	August

SCHEDULE OF REPORTS TO THE REGENTS
[Pursuant to Bylaw 16.8(a)]
Amended ~~July 2012~~ January 2014

	Month(s) Presented or Mailed Provided to Regents
Annual Accountability Sub-Report on Diversity at the University of California	January
 COMMITTEE ON FINANCE	
Annual Report on Risk Management (<i>mbm*</i>)	January
Annual Report on Use of Outside Counsel (<i>mbm*</i>)	January
Annual Report on Settlements and Separation Agreements	January
Annual Report on University Housing Assistance Programs (<i>mbm*</i>)	January
Annual Report on Expenditures of Associates to the President and Chancellors (<i>mbm*</i>)	September
University of California Financial Reports	November
Annual University of California Retirement Plan-Actuarial Valuation Report	November
Annual Report on Debt Capital and External Finance Approvals (<i>mbm*</i>)	January
Annual Report on the University of California Technology Transfer Program (<i>mbm*</i>)	May
Annual Report on Administrative Efficiencies	May
Annual Report on Newly Approved Indirect Costs (<i>mbm*</i>)	November

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	Month(s) Presented or Mailed Provided to Regents
Bi-Monthly Report on New Litigation (<i>mbm*</i>)	January March May July September November
Annual Report on the Net Fee Income Received as Owner of a Limited Liability Company Managing a Department of Energy National Laboratory and Expenditures Made Therefrom (<i>mbm*</i>)	November
Annual Report on the Commission on the Future Recommendations (<i>mbm*</i>)	March <u>July</u>
COMMITTEE ON GROUNDS AND BUILDINGS	
Annual Report on Sustainable Practices (<i>mbm*</i>)	January
Annual Report on Chancellor's Residence and Office Capital Projects (<i>mbm*</i>)	September
Annual Report on Major Capital Projects Implementation (<i>mbm*</i>)	October
Ten Year Consolidated State and Non-State Capital Financial Plan	November
COMMITTEE ON HEALTH SERVICES	
Biannual Activity and Financial Status Report on Hospitals and Clinics (<i>mbm*</i>)	March November
COMMITTEE ON INVESTMENTS	
Annual Endowment Investment Report (<i>mbm*</i>)	February
Annual Report of the Treasurer (<i>mbm*</i>)	November

SCHEDULE OF REPORTS TO THE REGENTS
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Amended ~~July 2012~~ January 2014

	Month(s) Presented or Mailed <u>Provided</u> to Regents
COMMITTEE ON LONG RANGE PLANNING	
Annual University of California Accountability Report	July

Pending Approval

Additions shown by underscoring; deletions shown by strikethrough

STANDING ORDER 100.4

DUTIES OF THE PRESIDENT OF THE UNIVERSITY

100.4 Duties of the President of the University

(q)(1)

Except as provided in paragraph (q)(2) below, the President is authorized to approve amendments to the Capital Improvement Program for projects not to exceed \$10 million. The President is also authorized to approve amendments to the Capital Improvement Program for projects exceeding \$10 million up to and including \$20 million, provided that concurrence is obtained from the Chairman of the Board and the Chairman of the Committee on Grounds and Buildings, and also provided that all actions taken in excess of \$10 million up to and including \$20 million under this authority be reported at the next following meeting of the Board. However, the following shall be approved by the Board: (1) projects with a total cost in excess of \$20 million, (2) for projects in excess of \$20 million, any modification in project cost over standard cost-rise augmentation in excess of 25%, or (3) capital improvement projects of any construction cost when, in the judgment of the President, a project merits review and approval by The Regents because of special circumstances related to budget matters, external financing, fundraising activities, project design, environmental impacts, community concerns, or substantial program modifications.

(q)(2)

This paragraph shall apply exclusively to capital projects for those campus entities approved by the Committee on Grounds and Buildings for inclusion in the Pilot Phase of the Delegated Process for Capital Improvement Projects.

The President is authorized to approve amendments to the Capital Improvement Program for projects not to exceed \$60 million. However, the following shall be approved by the Board: (1) projects with a total cost in excess of \$60 million, ~~(2) for projects in excess of \$60 million, any modification in project cost over standard cost-rise augmentation in excess of 25%, or (23)~~ capital improvement projects of any construction cost when, in the judgment of the President, a project merits review and approval by The Regents because of special circumstances related to budget matters, external financing, fundraising activities, project design, environmental impacts, community concerns, or substantial program modifications. The President is authorized to approve an increase in project cost as long as the total augmented project cost remains under \$60 million; for augmented projects resulting in a total project cost in excess of \$60 million, the augmented project shall be approved by the Board.

This paragraph shall become inoperative and is repealed on ~~March 31, 2015~~ ~~March 31, 2014~~, unless a later Regents' action, that becomes effective on or before ~~March 31, 2015~~ ~~March 31, 2014~~, deletes or extends the date on which it becomes inoperative and is repealed.

(nn)(1)

Except as provided in paragraph (nn)(2) below, the President shall be the manager of all external financing of the Corporation. The President is authorized to obtain external financing for amounts up to and including \$10 million for the planning, construction, acquisition, equipping, and improvement of projects. The President is also authorized to obtain external financing for amounts in excess of \$10 million up to and including \$20 million, provided that concurrence is obtained from the Chairman of the Board and the Chairman of the Committee on Finance, and also provided that all actions taken to obtain external financing for amounts in excess of \$10 million up to and including \$20 million be reported at the next following meeting of the Board. External financing in excess of \$20 million requires Board approval. The President shall have the authority to (1) negotiate for and obtain interim financing for any external financing, (2) design, issue, and sell revenue bonds or other types of external financing, (3) issue variable rate or fixed rate debt, and execute interest rate swaps to convert fixed or variable rate debt, if desired, into variable or fixed rate debt, respectively, (4) refinance existing external financing for the purpose of realizing lower interest expense, provided that the President's authority to issue such refinancing shall not be limited in amount, (5) provide for reserve funds and for the payment of costs of issuance of such external financing, (6) perform all acts reasonably necessary in connection with the foregoing, and (7) execute all documents in connection with the foregoing, provided that the general credit of The Regents shall not be pledged for the issuance of any form of external financing.

(nn)(2)

This paragraph shall apply exclusively to capital projects for those campus entities approved by the Committee on Grounds and Buildings for inclusion in the pilot phase of the Delegated Process for Capital Improvement Projects.

The President shall be the manager of all external financing of the Corporation. The President is authorized to obtain external financing for amounts up to and including \$60 million for the planning, construction, acquisition, equipping, and improvement of projects. The President shall have the authority to (1) negotiate for and obtain interim financing for any external financing, (2) design, issue, and sell revenue bonds or other types of external financing, (3) issue variable rate or fixed rate debt, and execute interest rate swaps to convert fixed or variable rate debt, if desired, into variable or fixed rate debt, respectively, (4) refinance existing external financing for the purpose of realizing lower interest expense, provided that the President's authority to issue such refinancing shall not be limited in amount, (5) provide for reserve funds and for the payment of costs of issuance of such external financing, (6) perform all acts reasonably necessary in connection with the foregoing, and (7) execute all documents in connection with the

foregoing, provided that the general credit of The Regents shall not be pledged for the issuance of any form of external financing.

This paragraph shall become inoperative and is repealed on March 31, 2015 ~~March 31, 2014~~, unless a later Regents' action, that becomes effective on or before ~~March 31, 2014~~ March 31, 2015, deletes or extends the date on which it becomes inoperative and is repealed.

Pending Approval

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Regents Policy 8102: POLICY ON APPROVAL OF DESIGN, LONG RANGE DEVELOPMENT PLANS, AND THE ADMINISTRATION OF THE CALIFORNIA ENVIRONMENTAL QUALITY ACT

Approved July 16, 1993;

Amended and Renamed January 16, 2003;

Amended September 18, 2008, January 21, 2010 and January 20, 2011

- (1) The Regents designate the following categories of projects as requiring design approval by the Committee on Grounds and Buildings:
 - a. Except as provided in subparagraph (c) building projects with a total project cost in excess of \$10,000,000, except when such projects consist of the following:
 - i. alternations or remodeling where the exterior of the building is not materially changed;
 - ii. buildings or facilities located on agricultural, engineering or other field stations; or
 - iii. agriculture-related buildings or facilities located in areas of a campus devoted to agricultural functions.
 - b. Capital improvement projects of any construction cost when, in the judgment of the President, a project merits review and approval by the Regents because of budget matters, fundraising activities, environmental impacts, community concerns, or other reasons.
 - c. Building projects for those campuses approved by the Committee on Grounds and Buildings for inclusion in the pilot phase of the Delegated Process for Capital Improvement Projects with a total project cost in excess of \$60 million subject to the same exclusions as subparagraph (a). This subparagraph shall become inoperative and is repealed on March 31, 2015 ~~March 31, 2014~~, unless later Regents' action, that becomes effective on or before March 31, 2015 ~~March 31, 2014~~, deletes or extends the date on which it becomes inoperative and is repealed.
