

THE REGENTS OF THE UNIVERSITY OF CALIFORNIA

February 23, 2017

A special meeting of the Regents of the University of California was held on the above date by teleconference at the following locations: Plaza Room, De Neve Plaza, Los Angeles campus; Aliso Beach A, Student Center, Irvine campus; 2264 University Center, Santa Barbara campus; 3750 University Avenue, Suite 610, Riverside; 1130 K Street, Suite 340, Sacramento; 50 Central Park South, New York, New York.

Members present: Regents Blum, Brody, De La Peña, Elliott, Gould, Island, Kieffer, Lansing, Lozano, Makarechian, Napolitano, Ramirez, Schroeder, Sherman, and Varner

In attendance: Secretary and Chief of Staff Shaw, General Counsel Robinson, and Recording Secretary Johns

The meeting convened at 2:50 p.m. with Chair Lozano presiding. She explained that notice had been given in compliance with the Bylaws and Standing Orders for a special meeting of the Regents of the University of California.

1. PUBLIC COMMENT

There were no speakers wishing to address the Regents.

2. APPROVAL OF APPOINTMENT OF AND COMPENSATION FOR GARY MAY AS CHANCELLOR, DAVIS CAMPUS AS DISCUSSED IN CLOSED SESSION

Recommendation

- A. Having completed consultation with the Committee to Advise the President on the Selection of the Chancellor of the Davis Campus, the President of the University recommended to the Regents that Gary May be appointed as Chancellor, Davis campus, at 100 percent time, effective on or about August 1, 2017.
- B. The President recommended that, contingent upon and effective with Mr. May's appointment by the Regents as Chancellor of the Davis campus, the following items be approved in connection with that appointment:
 - (1) Per policy, annual base salary of \$420,000, which will be funded by State and non-State sources, and an additional \$75,000, which will be funded through an endowed chair created specifically for the Chancellor position by the UC Davis Foundation using no State funds.
 - (2) Per policy, eligibility to receive an annual automobile allowance of \$8,916.

- (3) Per policy, a University-provided house while serving as Chancellor.
- (4) Per policy, the University will arrange for the packing and relocation of Mr. May's household goods and personal effects associated with the relocation to the University-provided house. The University will also arrange to pack and move Mr. May's personal library, laboratory, and other related equipment and materials, subject to the limitations under University policy.
- (5) Per policy, when Mr. May leaves the Chancellor position and returns to the University faculty at a UC campus, the University will arrange for the relocation of household goods and personal effects, including his personal library, laboratory, and any other related equipment and materials to a location of his choice in California.
- (6) Per policy, eligibility to participate in the UC Home Loan Program, in accordance with all applicable policies when stepping down as Chancellor, if Mr. May assumes a tenured faculty position at Davis or at another UC campus.
- (7) Per policy, two round trips each for the candidate and his spouse, for the purposes of organizing the move into the University-provided house, subject to the limitations under policy.
- (8) 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.
- (9) If Mr. May maintains an active research program during his appointment as Chancellor, an annual allocation of campus funding will be established for this research during the term as Chancellor.
- (10) 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). Mr. May will be ineligible to participate in the Senior Management Supplemental Benefit Program due to his tenured faculty appointment.
- (11) Per policy, accrual of sabbatical credits as a member of tenured faculty.

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 recommended the appointment of and compensation for Gary May as Chancellor, Davis campus. Mr. May is the Dean of the College of Engineering, Southern Company Chair, and Professor of Electrical and Computer Engineering at the Georgia Institute of Technology (Georgia Tech). Mr. May's start date is anticipated to be on or about August 1, 2017.

Mr. May's proposed annual base salary is \$420,000, which will be funded by State and non-State sources – an amount lower than the previous Chancellor of UC Davis. In addition, Mr. May will receive \$75,000 annually from a privately funded endowed chair. The total compensation of \$495,000 is 30.8 percent below the 60th percentile (\$716,000) of the Market Reference Zone (MRZ) for the position of Chancellor.

Mr. May became Dean at Georgia Tech in June 2011. In that role, he serves as the chief academic officer of the College of Engineering, with more than 400 faculty members and 13,000 students. The College of Engineering at Georgia Tech produces more engineering graduates than any other college, in addition to graduating the largest number of women and underrepresented minority engineers in the nation. He is recognized as a seasoned university academic leader, a nationally recognized expert on computer-aided manufacturing of integrated circuits, and an accomplished fundraiser. May is also a Fellow of the American Association for the Advancement of Science and the Institute of Electrical and Electronics Engineers.

Prior to serving as Dean at Georgia Tech, Mr. May was the Steve W. Chaddick Chair of the School of Electrical and Computer Engineering at Georgia Tech from 2005 to 2011. He has authored more than 200 technical publications, contributed to 15 books, participated in obtaining over \$49 million in research funding, and has graduated 20 Ph.D. students. In addition to his academic administration work, Mr. May has devoted significant energy throughout his career to mentorship programs and developing the next generation of engineers. May created the Summer Undergraduate Research in Engineering/Science (SURE) program, for which he has been granted \$3 million from the National Science Foundation (NSF). SURE hosts minority students to perform research at Georgia Tech in the hope that they will pursue a graduate degree, and over 73 percent of SURE participants enroll in graduate school. May was also the co-creator and co-director of the Facilitating Academic Careers in Engineering and Science (FACES) and University Center of Exemplary Mentoring (UCEM) programs, for which he has been granted over \$17 million from NSF and the Sloan Foundation to increase the number of underrepresented Ph.D. recipients from Georgia Tech. Over the duration of FACES, 433 minority students have received Ph.D. degrees in science or engineering at Georgia Tech – the most in such fields in the nation. As a result of these efforts, May received the Presidential Award for Excellence in Science, Mathematics and Engineering Mentoring from President Barack Obama in 2015.

Mr. May received a B.E.E. degree in electrical engineering from Georgia Tech in 1985 and M.S. and Ph.D. degrees in electrical engineering and computer science from

UC Berkeley in 1987 and 1991, respectively. In 2010, he was named UC Berkeley's Outstanding Electrical Engineering Alumnus.

[Background material was provided to Regents in advance of the meeting, and a copy is on file in the Office of the Secretary and Chief of Staff.]

Chair Lozano briefly introduced the item.

President Napolitano expressed enthusiasm for the proposed appointment of and compensation for Gary May as Chancellor of the Davis campus. She outlined Mr. May's accomplishments at the Georgia Institute of Technology (Georgia Tech), where he currently served as Dean of the College of Engineering. His expertise in the science, technology, engineering, and mathematics fields would be a good match for the academic and research strengths of the Davis campus. Mr. May had been selected from an extraordinary pool of candidates. He was a natural and dynamic leader who helps others to succeed. Mr. May's commitment to goals of excellence and equal access to education, goals that are shared by the University of California, had transformed Georgia Tech. In 2015 he received the Presidential Award for Excellence in Science, Mathematics, and Engineering Mentoring from former U.S. President Obama. Mr. May's record was distinguished by his efforts to increase interdisciplinary collaboration, help graduates gain entrepreneurial confidence, mentor students, and develop programs to attract and retain women and underrepresented minorities.

UC Davis is an outstanding research university with more than 35,000 students enrolled in 104 undergraduate majors and 99 graduate programs. More than 500 Davis faculty members have earned prestigious national and international honors and awards. UC Davis Health is a major driver of economic prosperity in the Sacramento region. An exceptional leader was needed to move UC Davis forward. President Napolitano expressed confidence that Mr. May was that leader and that he would increase the Davis campus' already impressive prowess in the science, technology, engineering, and mathematics fields, agriculture, social sciences, and the arts and humanities and that he would strengthen its ties to the larger Sacramento and Davis communities.

Executive Director Dennis Larsen explained that the proposed annual base salary of \$420,000 would be funded by State and non-State sources, and was \$4,000 lower than the base salary of the prior incumbent. In addition, he would receive \$75,000 annually through a privately funded endowed chair, for total compensation of \$495,000. He briefly enumerated other elements of the compensation package, all of which were within policy.

Chair Lozano commented that for the search committee it had been clear that Mr. May was the right leader for UC Davis at this time. She underscored his vision and collaborative leadership style and his commitment to academic quality as well as equity and diversity. The University was fortunate in having him join the UC community.

Upon motion of Chair Lozano, duly seconded, the President's recommendation was approved, Regents Blum, Brody, De La Peña, Elliott, Gould, Island, Kieffer, Lansing,

Lozano, Makarechian, Napolitano, Ramirez, Schroeder, Sherman, and Varner voting “aye.”¹

Chair Lozano welcomed Chancellor-designate Gary May to the University.

Mr. May thanked President Napolitano and the Regents, stating that it was an honor to accept this opportunity. He expressed his belief in public education as a public good. An educated society is a more secure and prosperous society. The Davis campus had great potential and he hoped to help the campus progress. He noted that UC Davis’ commitment to sustainability, diversity, upward mobility, and the social good had impressed and motivated him in considering this position. Mr. May hoped that during his tenure as Chancellor, the campus would adopt one of his own personal precepts: a wish every day to learn something, help someone, and make the world better.

The meeting adjourned at 3:00 p.m.

Attest:

Secretary and Chief of Staff

¹ Roll call vote required by the Bagley-Keene Open Meeting Act [Government Code §11123(b)(1)(D)] for all meetings held by teleconference.