

## Office of the President

### TO MEMBERS OF THE GOVERNANCE AND COMPENSATION COMMITTEE:

#### ACTION ITEM

*For Meeting of July 12, 2017*

#### **APPROVAL OF APPOINTMENT OF AND COMPENSATION FOR MICHAEL BROWN AS PROVOST AND EXECUTIVE VICE PRESIDENT – ACADEMIC AFFAIRS, OFFICE OF THE PRESIDENT AS DISCUSSED IN CLOSED SESSION**

#### **BACKGROUND**

The President of the University recommends approval for the appointment of and compensation for Michael Brown as Provost and Executive Vice President – Academic Affairs, Office of the President, effective on or about September 5, 2017. This request is being made in response to the retirement of Aimée Dorr. As this is a Level One position in the Senior Management Group (SMG), this action requires the Regents' approval.

Reporting directly to the President of the University, the Provost and Executive Vice President – Academic Affairs is responsible for fostering a spirit of partnership and teamwork among multiple constituencies across the University system. This role will develop and implement strategies, policies, and processes across the University system that align with the public mission of the University. Additionally, the position requires a strong commitment to fostering diversity among students, faculty, and staff and maintaining an inclusive and respectful environment. The Provost must develop close working relationships with the campus provosts and key stakeholders such as the Academic Senate, Regents, Legislature, and the public to bring together disparate views and build a systemwide academic strategy.

Mr. Brown began his career with the University of California, Santa Barbara in 1993 as an Associate Professor of Counseling, Clinical and School Psychology. In 2000, he was appointed as a Professor in the same discipline and in 2009 became Acting Dean for Extension and Off-Campus Studies before being named to his present role as Dean for UC Santa Barbara Extension. Mr. Brown has served the Board of Regents as a Faculty Representative, Member of the Special Committee to Select the President of the University as Chair of the Academic Advisory Committee, and Member of the Regents' Study Group on University Diversity as Chair of the Work Team on Undergraduate Student Diversity. Additionally, throughout his career with the University, Mr. Brown has held numerous administrative and shared governance roles, including serving as the Chair of the Systemwide Academic Senate and Chair of the Board of Admissions and Relations with Schools (BOARS). Mr. Brown has published numerous books, book chapters, and articles that contribute to understanding the cultural variables underlying the career and

educational choice behavior of racial/ethnic minorities and women. He has made international, national, regional, and local presentations relevant to advancing personal and career development and serves on a number of editorial boards. He was elected fellow of the American Psychological Association in 2001.

Mr. Brown received his bachelor of arts degree in psychology from the University of California, Irvine and his master of arts degree in counseling psychology and his Ph.D. in counseling psychology both from Southern Illinois University.

For any outside professional activities related to his professional expertise, Mr. Brown will comply with current Outside Professional Activity (OPA) policies.

The proposed base salary of \$379,000 is 6.0 percent below the 25th percentile (\$403,000) of the Market Reference Zone (MRZ) for this position. The recommended base salary is less than the previous incumbent's salary by 0.9 percent. As an additional point of comparison, the Executive Vice Chancellor for Academic and Student Affairs for California State University in 2016 had total pay of \$340,504.<sup>1</sup>

### **RECOMMENDATION**

The Committee recommends approval of the following items in connection with the appointment of and compensation for Michael Brown as Provost and Executive Vice President – Academic Affairs, Office of the President.

- A. Per policy, appointment of Michael Brown as Provost and Executive Vice President – Academic Affairs, Office of the President, at 100 percent time.
- B. Per policy, an annual base salary of \$379,000.
- C. Per policy, continued eligibility to accrue sabbatical credits as a member of tenured faculty, consistent with academic personnel policy. Mr. Brown will retain a tenured faculty appointment at zero percent time on the Santa Barbara campus. After stepping down as Provost and upon returning to UC Santa Barbara, Mr. Brown's step and academic salary will be determined by the academic process at the campus.
- D. Per policy, standard pension and health and welfare benefits and standard senior management benefits (including eligibility for senior management life insurance and executive salary continuation for disability after five consecutive years of Senior Management Group service). Mr. Brown will not participate in the Senior Management Supplemental Benefit Program.
- E. Per policy, eligibility to participate in the UC Home Loan Program, subject to all applicable program requirements.

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<sup>1</sup> Information taken from the online database Transparent California for 2016.

- F. Per policy, reimbursement of actual and reasonable moving and relocation expenses associated with relocating his primary residence, subject to the limitations under UC Regents Policy 7710, Senior Management Group Moving Reimbursement.
- G. 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.
- H. This action will be effective on or about September 5, 2017.

### COMPARATIVE ANALYSIS

#### **Recommended Compensation**

**Effective Date :** On or about September 5, 2017

**Annual Base Salary:** \$379,000

**Target Cash Compensation:\*** \$379,000

**Funding: Partially or Fully State-Funded**

#### **Budget &/or Prior Incumbent Data**

**Title:** Provost and Executive Vice President – Academic Affairs

**Base Salary:** \$382,454

**Target Cash Compensation:\*** \$382,454

**Funding: Partially or Fully State-Funded**

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

**COMPETITIVE ANALYSIS FOR  
PROVOST AND EXECUTIVE VICE PRESIDENT – ACADEMIC AFFAIRS  
(MRZ TITLE: PROVOST AND EXECUTIVE VICE PRESIDENT – ACADEMIC  
AFFAIRS)**

Percentiles	MARKET REFERENCE ZONE FOR BASE SALARY				
	25 <sup>th</sup>	50 <sup>th</sup>	60 <sup>th</sup>	75 <sup>th</sup>	90 <sup>th</sup>
Market Data	\$403k	\$515k	\$535k	\$627k	\$773k
% Difference	-6.0%	-26.4%	-29.2%	-39.6%	-51.0%

**Survey Sources:** CUPA Administrators in Higher Education Salary 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:** Governance and Compensation Committee Chair Reiss  
Office of the President, Systemwide Human Resources