

THE REGENTS OF THE UNIVERSITY OF CALIFORNIA

February 23, 2017

APPOINTMENT OF AND COMPENSATION FOR GARY MAY AS CHANCELLOR, DAVIS CAMPUS

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.

COMPARATIVE ANALYSIS

Recommended Compensation

Effective Date: upon approval

Base Salary: \$420,000 to be paid with State and non-State funds, plus \$75,000 to be funded by the endowed chair, using no State funds

Target Cash Compensation:* \$495,000

Funding: partially or fully State-funded

Budget &/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 in this instance, additional funds from a privately funded endowed chair position. For participants in the Health Sciences Compensation Plan (HSCP), Target Cash Compensation also includes HSCP payments.

COMPETITIVE ANALYSIS FOR CHANCELLOR

For perspective, the following shows the base salary and total cash compensation for Chancellors/Presidents at selected public, AAU institutions:

Institution	Base Salary*	Total Compensation
State University of New York, Buffalo	\$657,700	\$657,700
University of Michigan, Ann Arbor	\$772,500	\$772,500

University of Washington, Seattle	\$697,500	\$697,500
University of Florida	\$860,000	\$935,000
Michigan State University	\$750,000	\$850,000
University of Illinois, Urbana-Champaign	\$549,069	\$549,069
University of Iowa	\$590,000	\$590,000
University of Virginia, Main Campus	\$509,700	\$509,700

*Base Salary is from public data for fiscal year 2014-15.

MARKET REFERENCE ZONE FOR CHANCELLOR BASE SALARY					
Percentiles	25th	50th	60th	75th	90th
Market Data	\$426K	\$609K	\$716K	\$881K	\$1,036K
% Difference from Market	16.1%	-18.8%	-30.8%	-43.8%	-52.2%

Survey Source: College and University Professional Association (CUPA) Administrators in Higher Education Survey and Mercer University Chancellors Compensation Survey Report.

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: Office of the President, Systemwide Human Resources

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.

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