

GOVERNANCE COMMITTEE

January 25, 2024

TO THE REGENTS OF THE UNIVERSITY OF CALIFORNIA

1. APPROVAL OF APPOINTMENT OF AND COMPENSATION FOR SUZANNE WONES AS UNIVERSITY LIBRARIAN, BERKELEY CAMPUS AS DISCUSSED IN CLOSED SESSION

Recommendation

The Committee recommends approval of the following items in connection with the appointment of and compensation for Suzanne Wones as University Librarian, Berkeley campus:

- A. Per policy, appointment of Suzanne Wones as University Librarian, Berkeley campus, at 100 percent time.
- B. Per policy, an annual base salary of \$385,000.
- C. Per policy, reimbursement of actual and reasonable moving and relocation expenses associated with relocating Ms. Wones's primary residence, subject to the limitations under Regents Policy 7710, Senior Management Group Moving Reimbursement. If Ms. Wones voluntarily separates from this position prior to completing one year of service or accepts an appointment at another University of California location within 12 months of her initial date of appointment, she will be required to pay back 100 percent of these moving and relocation expenses.
- D. Per policy, eligibility to participate in the UC Employee Housing Assistance Program, subject to all applicable program requirements.
- E. Per policy, standard pension and health and welfare benefits and standard senior management benefits, including eligibility for senior manager life insurance and eligibility for executive salary continuation for disability after five consecutive years of Senior Management Group service.
- F. For any outside professional activities, Ms. Wones will comply with the Senior Management Group Outside Professional Activities (OPA) policy and reporting requirements.
- G. This action will be effective as of Ms. Wones's hire date, estimated to be on or about July 1, 2024.

COMPARATIVE ANALYSIS

Recommended Compensation

Effective Date: Date of hire, estimated to be on or about July 1, 2024

Annual Base Salary: \$385,000

Incentive Compensation: N/A

Target Cash Compensation:* \$385,000

Funding: Partially or fully funded using general State funds

Current Career Incumbent Data

Title: University Librarian

Annual Base Salary: \$371,556

Incentive Compensation: N/A

Target Cash Compensation:* \$371,556

Funding: Partially or fully funded using general State funds

*Target Cash Compensation consists of base salary and, if applicable, stipends, HSCP components, and/or short term and long term CEMRP incentives.

**COMPETITIVE ANALYSIS FOR UNIVERSITY LIBRARIAN, BERKELEY CAMPUS
(MRZ TITLE: UNIVERSITY LIBRARIAN)**

Percentiles	MARKET REFERENCE ZONE FOR BASE SALARY				
	25 th	50 th	60 th	75 th	90 th
Market Data	\$204,000	\$256,700	\$270,800	\$316,600	\$356,000
% Difference	88.7%	50.0%	42.2%	21.6%	8.1%

Survey Sources: College and University Professional Associate (CUPA) Administrators in Higher Education Salary Survey (no incentive data is provided by CUPA).

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.

Background to Recommendation

The President of the University recommends approval for the appointment of and compensation for Suzanne Wones as University Librarian, Berkeley Campus, at 100 percent time, with a proposed base salary of \$385,000, effective on her start date which is estimated to be on or about July 1, 2024.

The current incumbent, Jeffrey MacKie-Mason announced that he will be retiring effective June 30, 2024. The campus launched an open, competitive recruitment, and Ms. Wones was identified as the top candidate from a diverse applicant pool.

The University Librarian is a Level Two Senior Management Group position. The proposed base salary of \$385,000 is 8.1 percent above the 90th percentile (\$356,000) of the position's Market Reference Zone (MRZ) and 3.6 percent above the current incumbent's salary (\$371,556). Approval by the Board of Regents is required when the proposed salary is at or above the 75th percentile. There are no exceptions to policy for this request.

The proposed placement in the MRZ is consistent with Regents Policy 7701, Senior Management Group Appointment and Compensation, and reflects an appropriate base salary, taking into account the very scarce candidate pool and a very competitive market for library executives with the unique skill sets that are critical to oversee a large and complex collection. Also, this position is highly complex and significantly broader in scope than that of the benchmark positions used in surveys of the applicable market.

Committee vote: Regents Cohen, Drake, Elliott, Leib, Pérez, Reilly, Robinson, and Sures voting "aye."

Board vote: Pursuant to Bylaw 27.5, approved on behalf of the Board via interim action by Regent Leib, Chair of the Board and the Governance Committee, and Regent Elliott, Vice Chair of the Governance Committee.

2. APPROVAL OF APPOINTMENT OF AND COMPENSATION FOR ATHENA JACKSON AS UNIVERSITY LIBRARIAN, LOS ANGELES CAMPUS AS DISCUSSED IN CLOSED SESSION

Recommendation

The Committee recommends approval of the following items in connection with the appointment of and compensation for Athena Jackson as University Librarian, Los Angeles campus:

- A. Per policy, appointment of Athena Jackson as University Librarian, Los Angeles campus, at 100 percent time.
- B. Per policy, an annual base salary of \$350,000.
- C. Per policy, reimbursement of actual and reasonable moving and relocation expenses associated with relocating Ms. Jackson's primary residence, subject to the limitations under Regents Policy 7710, Senior Management Group Moving Reimbursement. If Ms. Jackson voluntarily separates from this position prior to completing one year of service or accepts an appointment at another University of California location within 12 months of her initial date of appointment, she will be required to pay back 100 percent of these moving and relocation expenses.

- D. Per policy, eligibility to participate in the UC Employee Housing Assistance Program, subject to all applicable program requirements.
- E. Per policy, standard pension and health and welfare benefits and standard senior management benefits, including eligibility for senior manager life insurance and, after five consecutive years of Senior Management Group service, eligibility for executive salary continuation for disability.
- F. For any outside professional activities, Ms. Jackson will comply with the Senior Management Group Outside Professional Activities (OPA) policy and reporting requirements.
- G. This action will be effective as of Ms. Jackson’s hire date, estimated to be on or about March 1, 2024.

COMPARATIVE ANALYSIS

Recommended Compensation

Effective Date: Date of hire, estimated to be on or about March 1, 2024

Annual Base Salary: \$350,000

Incentive Compensation: N/A

Target Cash Compensation:* \$350,000

Funding: Partially or fully funded by general funds

Current Career Incumbent Data

Title: University Librarian

Annual Base Salary: \$348,564

Incentive Compensation: N/A

Target Cash Compensation:* \$348,654

Funding: Partially or fully funded by general funds

*Target Cash Compensation consists of base salary and, if applicable, stipends, HSCP components, and/or short term and long term CEMRP incentives.

**COMPETITIVE ANALYSIS FOR UNIVERSITY LIBRARIAN,
LOS ANGELES CAMPUS
(MRZ TITLE: UNIVERSITY LIBRARIAN)**

Percentiles	MARKET REFERENCE ZONE FOR BASE SALARY				
	25 th	50 th	60 th	75 th	90 th
Market Data	\$204,000	\$256,700	\$270,800	\$316,600	\$356,000
% Difference	71.6%	36.3%	29.2%	10.5%	-1.7%

Survey Sources: College and University Professional Associate (CUPA) Administrators in Higher Education Salary Survey (no incentive data is provided by CUPA).

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.

Background to Recommendation

The President of the University recommends approval for the appointment of and compensation for Athena Jackson as University Librarian, Los Angeles campus, at 100 percent time, with a proposed base salary of \$350,000, effective on her start date which is estimated to be on or about March 1, 2024.

The current incumbent, Virginia Steel, announced that she will be retiring in early 2024. The campus launched an open, competitive recruitment, and Ms. Jackson was identified as the top candidate from a diverse applicant pool.

The University Librarian position is classified as a Level Two position in the Senior Management Group (SMG). The proposed base salary exceeds the 75th percentile of the Market Reference Zone (MRZ) for this position; therefore, this action requires approval by the Regents. There are no exceptions to policy for this request.

The proposed base salary is 10.5 percent above the 75th percentile (\$316,600) and 1.7 percent below the 90th percentile (\$356,000) of the position's Market Reference Zone, placing the proposed salary at the 88th percentile. The proposed base salary is slightly above the current incumbent's salary (\$348,564).

The proposed placement in the MRZ is consistent with Regents Policy 7701, Senior Management Group Appointment and Compensation, and reflects an appropriate base salary, as the University Librarian position for the Los Angeles campus is highly complex and significantly broader in scope than that of the benchmark positions used in surveys of the applicable market.

Additionally, Ms. Jackson has the unique skills sets and experience required to successfully provide leadership for UCLA's library system.

Committee vote: Regents Cohen, Drake, Elliott, Leib, Pérez, Reilly, Robinson, and Sures voting "aye."

Board vote: Pursuant to Bylaw 27.5, approved on behalf of the Board via interim action by Regent Leib, Chair of the Board and the Governance Committee, and Regent Elliott, Vice Chair of the Governance Committee.

3. **APPROVAL OF APPOINTMENT OF AND COMPENSATION FOR JUNE YU AS INTERIM VICE PRESIDENT – UC NATIONAL LABORATORIES, OFFICE OF THE PRESIDENT AS DISCUSSED IN CLOSED SESSION**

Recommendation

The Committee recommends approval of the following items in connection with the appointment of and compensation for June Yu as Interim Vice President – UC National Laboratories, Office of the President:

- A. Per policy, appointment of June Yu as Interim Vice President – UC National Laboratories, Office of the President.
- B. Per policy, an annual base salary of \$433,500. At the conclusion of the interim appointment, Ms. Yu’s annual base salary will revert to her annual base salary in effect as of January 31, 2024 (\$394,068) plus any adjustments made under the Office of the President salary program during the interim appointment.
- C. Per policy, continuation of standard pension and health and welfare benefits and standard senior management benefits including eligibility for senior manager life insurance and executive salary continuation for disability (eligible after five consecutive years of Senior Management Group service).
- D. Per policy, continued eligibility to participate in the UC Employee Housing Assistance Program, subject to all program requirements.
- E. Ms. Yu will continue to comply with the Senior Management Group Outside Professional Activities (OPA) policy and reporting requirements.
- F. This action will be effective February 1, 2024 through January 31, 2025, or until a new Vice President – UC National Laboratories, Office of the President, is appointed, whichever occurs first.

COMPARATIVE ANALYSIS

Recommended Compensation

Effective Date: February 1, 2024 through January 31, 2025, or until a new VP-UCNL is appointed, whichever occurs first.

Annual Base Salary: \$433,500

Incentive Compensation: N/A

Target Cash Compensation:* \$433,500

Funding: Partially or fully State-funded

Current Career Incumbent Data

Title: Vice President – UC National Laboratories

Annual Base Salary: \$432,912
Incentive Compensation: N/A
Target Cash Compensation:* \$432,912
Funding: Partially or fully State-funded

*Target Cash Compensation consists of base salary and, if applicable, stipends, HSCP components, and/or short term and long term CEMRP incentives.

**COMPETITIVE ANALYSIS FOR
 INTERIM VICE PRESIDENT – UC NATIONAL LABORATORIES
 (MRZ: Vice President – National Laboratories)**

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	\$294,100	\$402,400	\$439,800	\$495,900	\$623,600	Market Data	\$351,300	\$563,700	\$620,300	\$705,200	\$1,076,700
% Difference from Market	47.4%	7.7%	-1.4%	-12.6%	-30.5%	% Difference from Market	23.4%	-23.1%	-30.1%	-38.5%	-59.7%

Survey Source: Survey Source: Pearl Meyer Research Compensation Survey, Radford Life Sciences Salary Survey, Towers Watson General Industry Survey

The compensation described above shall constitute the University’s total commitment until modified by the Regents or 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 recommends approval for the appointment of and compensation for June Yu as Interim Vice President – UC National Laboratories, Office of the President, with a proposed annual base salary of \$433,500, effective February 1, 2024 through January 31, 2025, or until a new Vice President – UC National Laboratories (VP-UCNL) is appointed, whichever occurs first. During the interim appointment, Ms. Yu will maintain her responsibilities as Associate Vice President – UC National Laboratories.

The current career incumbent, Craig Leasure, will retire effective January 31, 2024, and the interim appointment for Ms. Yu is needed in order to ensure continuity of leadership for this critical area.

This position is classified as a Level One position in the Senior Management Group; therefore, approval by the Regents is required.

The proposed annual base salary of \$433,500 is 7.7 percent above the 50th percentile (\$402,400) and 1.4 percent below the 60th percentile (\$439,800) of the Market Reference Zone for the position and 0.14 percent (\$588) above the current incumbent’s salary

(\$432,912). The proposed base salary is 10.01 percent above Ms. Yu's current base salary (\$394,068).

The Office of the President will launch an open competitive recruitment to hire a new career appointee for the VP-UCNL position. At the conclusion of the interim appointment, Ms. Yu will remain in her current position as Associate Vice President – UC National Laboratories, Office of the President, and her annual base salary will revert to her annual base salary in effect as of January 31, 2024 (\$394,068), plus any adjustments made under the Office of the President salary program during the interim appointment.

Committee vote: Regents Cohen, Drake, Elliott, Leib, Pérez, Reilly, Robinson, and Sures voting “aye.”

Board vote: Pursuant to Bylaw 27.5, approved on behalf of the Board via interim action by Regent Leib, Chair of the Board and the Governance Committee, and Regent Elliott, Vice Chair of the Governance Committee.