

\*Approved\*

**GOVERNANCE COMMITTEE**

January 19, 2023

TO THE REGENTS OF THE UNIVERSITY OF CALIFORNIA

1. **APPROVAL OF APPOINTMENT OF AND COMPENSATION FOR KEVIN CONFETTI AS ASSOCIATE VICE PRESIDENT – CHIEF RISK OFFICER, 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 Kevin Confetti as Associate Vice President – Chief Risk Officer, Office of the President:

- A. Per policy, appointment of Kevin Confetti as Associate Vice President – Chief Risk Officer, Office of the President, at 100 percent time.
- B. Per policy, an annual base salary of \$325,000.
- C. 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.
- D. Per policy, eligibility to participate in the UC Employee Housing Assistance Program, subject to all applicable program requirements.
- E. Mr. Confetti will comply with the Senior Management Group Outside Professional Activities (OPA) policy and reporting requirements.
- F. This action will be effective on Mr. Confetti’s start date, which is estimated to be on or about February 1, 2023.

**COMPARATIVE ANALYSIS**

**Recommended Compensation**

**Effective Date:** Upon start date which is estimated to be on or about February 1, 2023

**Annual Base Salary:** \$325,000

**Incentive Compensation:** N/A

**Target Cash Compensation:\*** \$325,000

**Previous Career Incumbent Data**

**Title:** Associate Vice President – Chief Risk Officer

**Annual Base Salary:** \$294,953 (\$282,252 as of 8/1/21 plus adjustment for 4.5% July 2022 General Increase)

**Incentive Compensation:** N/A

**Target Cash Compensation:**\* \$294,953 (\$282,252 as of 8/1/21 plus adjustment for 4.5% July 2022 General Increase)

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

**COMPETITIVE ANALYSIS FOR ASSOCIATE VICE PRESIDENT -  
CHIEF RISK OFFICER  
(MRZ TITLE: ASSOCIATE VICE PRESIDENT - CHIEF RISK OFFICER)**

Percentiles	MARKET REFERENCE ZONE FOR BASE SALARY					Percentiles	MARKET COMPOSITE FOR TARGET CASH COMPENSATION				
	25 <sup>th</sup>	50 <sup>th</sup>	60 <sup>th</sup>	75 <sup>th</sup>	90 <sup>th</sup>		25 <sup>th</sup>	50 <sup>th</sup>	60 <sup>th</sup>	75 <sup>th</sup>	90 <sup>th</sup>
Market Data	\$252.0k	\$289.4k	\$305.4k	\$329.6k	\$445.1k	Market Data	\$272.6k	\$315.7k	\$338.9k	\$374.0k	\$505.9k
% Difference	29.0%	12.3%	6.4%	-1.4%	-27.0%	% Difference	19.2%	2.9%	-4.1%	-13.1%	-35.8%

**Survey Source:** College and University Personnel Association (CUPA), Western Management Group Salary Survey, Mercer General Industry Survey, Willis Towers Watson General Industry Survey, California State University and State of California Data

The compensation described above shall constitute the University’s total commitment until modified by the Regents, the President, or other approval authority 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 recommends approval for the appointment of and compensation for Kevin Confetti as Associate Vice President – Chief Risk Officer, Office of the President, at 100 percent time, with a proposed annual base salary of \$325,000 effective on his start date which is estimated to be on or about February 1, 2023.

The previous incumbent, Cheryl Lloyd, was appointed as the Vice President – Systemwide Human Resources, Office of the President, effective August 1, 2021. A national competitive recruitment has been completed and Mr. Confetti has been identified as the top candidate from a broad and diverse applicant pool.

This is a Level Two Senior Management Group (SMG) position, and the proposed base salary is below the 75th percentile of the position’s Market Reference Zone and there are no exceptions to policy; however, due to the proposed salary exceeding the 60th percentile while exceeding the previous incumbent’s base salary by more than ten percent, Regental approval is needed.

The proposed base salary of \$325,000 is 6.4 percent above the 60th percentile (\$305,400) and 1.4 percent below the 75th percentile (\$329,600) of the position’s Market Reference Zone, and 10.2 percent above the previous incumbent’s base salary when adjusted for the

July 2022 systemwide general increase of 4.5 percent: \$294,953 (\$282,252 as of August 1, 2021).

Committee vote: Regents Drake, Elliott, Leib, Park, Reilly, and Sherman voting “aye.”

Board vote: Regents Anguiano, Batchlor, Blas Pedral, Chu, Cohen, Drake, Elliott, Guber, Hernandez, Kounalakis, Leib, Makarechian, Matosantos, Park, Pérez, Pouchot, Robinson, Sherman, Sures, and Timmons voting “aye.”

2. **APPOINTMENT OF REGENTS’ COMPLAINT RESOLUTION OFFICER FOR PURPOSES OF REGENTS POLICY 1112: POLICY ON REVIEW OF ALLEGATIONS OF BOARD MEMBER MISCONDUCT**

The Chair of the Board of Regents recommends that the Governance Committee approve the following:

- A. The appointment of Justice Maria P. Rivera to the position of Complaint Resolution Officer for purposes of Regents Policy 1112, Policy on Review of Allegations of Board Member Misconduct, for a term of three years; and
- B. That the Secretary and Chief of Staff to the Regents be authorized, in consultation with the General Counsel, to execute an agreement retaining the services of Justice Rivera through the staffing firm ADR Services, Inc. at the standard rate for her services, which is currently \$750 per hour.

Committee vote: Regents Drake, Elliott, Park, Reilly, and Sherman voting “aye.”

3. **RESOLUTION TO EXCLUDE ACCESS TO FEDERAL CLASSIFIED INFORMATION**

The Committee recommends that the resolution pertaining to the University’s Facility Security Clearances be approved as shown in Attachment 1.

Committee vote: Regents Drake, Elliott, Leib, Park, Reilly, and Sherman voting “aye.”

Board vote: Regents Anguiano, Batchlor, Blas Pedral, Chu, Cohen, Drake, Elliott, Guber, Hernandez, Kounalakis, Leib, Makarechian, Matosantos, Park, Pérez, Pouchot, Robinson, Sherman, Sures, and Timmons voting “aye.”

4. **AMENDMENT OF HEALTH SERVICES COMMITTEE CHARTER**

The Committee recommends that the Health Services Committee Charter be amended as shown in Attachment 2.

Committee vote: Regents Drake, Elliott, Leib, Park, Reilly, and Sherman voting “aye.”

Board vote: Regents Anguiano, Batchlor, Blas Pedral, Chu, Cohen, Drake, Elliott, Guber, Hernandez, Kounalakis, Leib, Makarechian, Matosantos, Park, Pérez, Pouchot, Robinson, Sherman, Sures, and Timmons voting “aye.”

**RESOLUTION**

Pursuant to the *Policy on Security Clearance for Access to Federal Classified Information* adopted on March 29, 2012, and amended on December 30, 2015 and March 16, 2017, and this Resolution, the following named Key Management Personnel member as defined in Regents Policy 1600 shall not require, shall not have, and can be effectively excluded from access to all classified information and/or special nuclear material released to the Regents of the University of California until such individual is granted the required access authorization from the cognizant security agency. And, as a consequence of this Resolution, such individual does not occupy a position that would enable her to adversely affect the policies or practices of the University of California, or its subsidiary, regarding the performance of classified contracts for the United States Government.

**NAME**

**TITLE**

Katherine Newman

Provost of the University of California

**\*Additions shown by underscoring\***

**Appendix E – Charter of the Health Services Committee**

A. Purpose. The Health Services Committee shall provide strategic direction and oversight, make recommendations to the Board, and take action pursuant to delegated authority, on matters pertaining to the University’s health professions schools, academic health centers, health systems, non-hospital clinics and student health and counseling centers (“UC Health”).

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K. UC Health Litigation. The Chair of the Health Services Committee shall be notified in advance of any approval by Regents via delegated interim or concurrence authority of litigation settlements and other settlements of disputed claims arising from the UC Health enterprise pursuant to Bylaw 27.5 – Interim Actions or Regents Policy 4105 – Policy on Settlement of Litigation, Claims and Separation Agreements.