

BOARD OF REGENTS

July 17, 2025

APPROVAL OF APPOINTMENT OF AND COMPENSATION FOR DIONISSIOS (DENNIS) N. ASSANIS AS CHANCELLOR, SANTA BARBARA CAMPUS AS DISCUSSED IN CLOSED SESSION

Background to Recommendation

The President of the University recommends the appointment of and compensation for Dionissios (Dennis) N. Assanis as Chancellor, Santa Barbara campus, effective on or about September 1, 2025. Subject to academic personnel review, the Santa Barbara campus will process a request for Mr. Assanis's appointment as a tenured non-salaried member of the faculty at zero percent time at the University of California, Santa Barbara.

The former UC Santa Barbara Chancellor, Henry Yang, stepped down effective July 14, 2025, and a search advisory committee was formed in November 2024 to complete a competitive national recruitment and advise the President on the selection of the new UC Santa Barbara Chancellor. Executive Vice Chancellor David Marshall was appointed as Interim Chancellor, Santa Barbara campus, effective July 15, 2025, through September 15, 2025, or until the start date of a new Chancellor, Santa Barbara Campus, whichever occurs first.

This is a Level One Senior Management Group position. The proposed annual base salary is \$880,000 and is at the 49th percentile of the position's Market Reference Zone (MRZ), which is 41.2 percent above the 25th percentile (\$623,300) and 1.5 percent below the 50th percentile (\$893,300) of the MRZ and 7.3 percent above the base salary (\$820,000) of the former UC Santa Barbara Chancellor. The compensation will be funded by State and non-State sources.

The proposed placement in the MRZ is consistent with Regents Policy 7701, Senior Management Group Appointment and Compensation, and reflects an appropriate base salary when considering internal peers, the external market, the scope and breadth of Mr. Assanis's significant experience in a similar position, his proficiency in the required skills, and his ability to manage the typical job responsibilities for this role.

Recommendation

- A. Having completed consultation with the Search Advisory Committee to select the UC Santa Barbara Chancellor, the President of the University recommends to the Regents that Dionissios (Dennis) N. Assanis be appointed as Chancellor, Santa Barbara campus, at 100 percent time, effective on or about September 1, 2025.
- B. The President recommends that, contingent upon and effective with Mr. Assanis's appointment by the Regents as Chancellor of the Santa Barbara campus, the following items be approved in connection with that appointment:

- (1) Per policy, annual base salary of \$880,000, which will be funded by State and non-State sources.
- (2) Per policy, University-provided housing while serving as Chancellor, which includes alternative housing arrangements as approved by the Board of Regents in May 2025.
- (3) Per policy, a hiring bonus of 20 percent (\$176,000) of the proposed base salary, which is intended to make the hiring offer market-competitive and to assist in securing Mr. Assanis's acceptance of the offer. The hiring bonus will be paid in two equal lump sums of \$88,000 each, on or about November 1, 2025 and on or about November 1, 2026, and will be subject to the following repayment schedule if Mr. Assanis voluntarily separates from the University of California or voluntarily separates from this position to accept an appointment at another University of California location within two years of his appointment: \$88,000 if separation occurs within the first year of employment, and \$88,000 if separation occurs within the second year of employment, subject to the limitations under policy. Any unpaid hiring bonus will be forfeited at the time of separation if separation occurs for any reason.
- (4) Per policy, reimbursement of actual and reasonable moving and relocation expenses, other than those storage costs addressed in (4)a below, associated with relocating Mr. Assanis's primary residence as well as professional/scholarly books, records, and equipment, including laboratory supplies, in connection with the initial relocation to Santa Barbara and the subsequent move to the UC Santa Barbara University House, subject to the limitations under policy.
 - a. As an exception to policy, while Mr. Assanis is residing in alternative housing, reimbursement of actual and reasonable storage costs for household goods and personal effects that cannot be stored in the alternative housing.
- (5) Per policy, when Mr. Assanis leaves the Chancellor position, reimbursement of actual and reasonable expenses related to relocating 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, subject to the limitations under policy.
- (6) Per policy, health and welfare benefits and eligibility for standard senior management benefits including Senior Manager Life Insurance (eligible upon appointment) and Executive Salary Continuation for Disability (eligible after five consecutive years of Senior Management Group service).
- (7) As an exception to policy, and as an amendment to the University of California Retirement Plan (UCRP), Mr. Assanis will be eligible to participate in UCRP and receive a Supplemental Retirement Benefit (SRB) established under the UCRP. In lieu of the basic UCRP benefit for the first ten years of Mr. Assanis's University

employment as Chancellor, Santa Barbara campus, his retirement benefit will accrue at the end of each year of service under the schedule set forth in the SRB.

The SRB will provide the following annual benefits as of the end of Years 1-10: Year 1- \$8,000; Year 2- \$16,000; Year 3-\$24,000; Year 4- \$32,000; Year 5- \$50,000; Year 6- \$60,000; Year 7- \$70,000; Year 8- \$80,000; Year 9- \$90,000; Year 10- \$100,000. Mr. Assanis will be required to make mandatory employee contributions as required under the UCRP and the Defined Contribution (DC) Plan supplement.

If Mr. Assanis steps down as Chancellor prior to the end of Year 10, the annual retirement annuity set forth in the SRB will not increase further, and he will be entitled to the earned annuity specified in the SRB applicable to the number of years he serves as Chancellor. Should Mr. Assanis step down as Chancellor prior to year 10, and he assumes a tenured faculty position, any additional years of UCRP service credit will be calculated using standard UCRP benefit provisions under the UCRP 2016 Tier. Similarly, if Mr. Assanis begins Year 11 as Chancellor, any additional years of UCRP service credit will be calculated using standard UCRP benefit provisions under the UCRP 2016 Tier. In either scenario described in this paragraph, Mr. Assanis will maintain the earned annuity applicable to the number of years he serves as Chancellor, up to the \$100,000 for Year 10, and he will be entitled to the Pension Choice Defined Contribution supplement for eligible faculty, to which UC contributes five percent on all eligible pay up to the IRS maximum.

In addition to the normal UCRP funding provided for 2016 Tier members, the University, specifically UC Santa Barbara, will make supplemental pension contributions for each of the first four years that Mr. Assanis serves as Chancellor, Santa Barbara campus. The supplemental funding for the first four years, which occurs at the beginning of each year, will be \$85,000 annually for each of years one through four. After year four, funding will occur in accordance with the normal UCRP funding policy that is applicable to funding the benefits for 2016 Tier UCRP members.

- (8) As an exception to policy, eligibility to participate in the University's fully insured retiree healthcare plans under the following accelerated schedule subject to statutory or regulatory changes in applicable law. Mr. Assanis will receive 50 percent of the maximum University contribution towards medical and dental premiums after completing five years of service as Chancellor. For each additional year of service completed as Chancellor, the University contribution will be increased by ten percent. Thus, Mr. Assanis will be eligible for the maximum University contribution upon completing ten years of service as Chancellor.
- (9) Per policy, while University-provided housing will be Mr. Assanis's primary residence, eligibility to participate in the UC Employee Housing Assistance Program to assist with the purchase of a private secondary residence near the Santa Barbara campus in conjunction with the University-provided housing, subject to all applicable program requirements. When stepping down as

Chancellor, if Mr. Assanis assumes a full-time tenured faculty position at a UC campus, he will continue to be eligible to participate in the UC Employee Housing Assistance Program, in accordance with all applicable policies and program requirements.

- (10) 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. Notwithstanding the provisions of University Policy G-28, Mr. Assanis shall be authorized to utilize business or first class for air travel of at least six hours, provided that such expenses are managed within Mr. Assanis's administrative fund allocation and the travel is otherwise authorized by policy.
- (11) If Mr. Assanis maintains an active research program in connection with a tenured faculty appointment during his appointment as Chancellor, an annual allocation of campus funding will be established for this research during the term as Chancellor. This allowance is not compensation, and Mr. Assanis may only use it for expenses related to his research allowed under University policy.
- (12) Per policy and contingent upon the Santa Barbara campus's approval of Mr. Assanis's tenured academic appointment, eligibility to accrue sabbatical credits as a member of tenured faculty, consistent with academic personnel policy.
- (13) For any outside professional activities, Mr. Assanis will comply with the Senior Management Group Outside Professional Activities (OPA) policy and reporting requirements.
- (14) As an exception to policy, eligibility for a severance payment if the Regents terminate Mr. Assanis's employment as Chancellor without cause within three years of his initial appointment as Chancellor. The severance payment shall be equivalent to one year's salary at the then-current rate, discounted to present value, as liquidated damages in lieu of any other remedies so long as Mr. Assanis signs a separation agreement and release of claims using a form approved by the General Counsel.

COMPARATIVE ANALYSIS

Recommended Compensation

Effective Date: On or about September 1, 2025

Annual Base Salary: \$880,000

Incentive Compensation: N/A

Target Cash Compensation: * \$880,000

Funding: Partially or Fully State-Funded

Prior Career Incumbent Data

Title: Chancellor, Santa Barbara Campus

Annual Base Salary: \$820,000

Incentive Compensation: N/A

Target Cash Compensation: * \$820,000

Funding: Partially or Fully State-Funded

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

**COMPETITIVE ANALYSIS FOR CHANCELLOR, SANTA BARBARA CAMPUS
(MRZ Title: CHANCELLOR)**

Percentiles	MARKET REFERENCE ZONE FOR BASE SALARY				
	25 th	50 th	60 th	75 th	90 th
Market Data	\$623.3k	\$893.3k	\$971.2k	\$1313.1k	\$1650.1k
% Difference	41.2%	-1.5%	-9.4%	-33.0%	-46.7%

Survey Source: College and University Professional Association (CUPA) Administrators in Higher Education Salary Survey. CUPA reports base salary only.

The following shows the base salary and total cash compensation for Chancellors/Presidents at comparable public universities per the most current data from the *Chronicle of Higher Education* (Calendar Year 2023):

AAU* Public Universities (Listed by Total Compensation – Highest to Lowest)		
Institution	Base Salary (Calendar Year 2023)	Total Compensation (Calendar Year 2023)
Arizona State University	\$815,548	\$1,344,370
University of Virginia - Main Campus	\$874,468	\$1,328,724
University of Washington - Seattle	\$897,925	\$1,293,848
University of Missouri-Columbia	\$865,000	\$1,145,363
University of Maryland - College Park	\$905,700	\$991,859
Purdue University - Main Campus	\$618,729	\$976,587
University of Utah	\$817,259	\$974,849
University of Illinois - Urbana-Champaign	\$812,317	\$905,633
University of Wisconsin - Madison	\$764,423	\$766,728
Stony Brook University	\$565,693	\$754,704

*AAU - Association of American Universities

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.

Board vote: Regents Anguiano, Batchlor, Brooks, Cohen, Hernandez, Komoto, Kounalakis, Leib, Makarechian, Matosantos, Park, Reilly, Robinson, Sarris, and Wang voting “aye.”