

GOVERNANCE COMMITTEE

June 23, 2021

TO THE REGENTS OF THE UNIVERSITY OF CALIFORNIA

1. APPROVAL OF APPOINTMENT OF AND COMPENSATION FOR BRENT COLBURN AS SENIOR VICE PRESIDENT – EXTERNAL RELATIONS AND COMMUNICATIONS, 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 Brent Colburn as Senior Vice President – External Relations and Communications, Office of the President:

- A. Per policy, appointment of Brent Colburn as Senior Vice President – External Relations and Communications, Office of the President, at 100 percent time.
- B. Per policy, an annual base salary of \$415,000.
- C. Per policy, a hiring bonus of 20 percent of base salary (\$83,000), which is intended to make the hiring offer market-competitive and to assist in securing Mr. Colburn's acceptance of the offer. The hiring bonus will be paid in two equal lump sums of \$41,500 each on or about September 1, 2021 and on or about September 1, 2022. The hiring bonus will be subject to the following repayment schedule if Mr. Colburn voluntarily separates from the University or voluntarily separates from this position to accept an appointment at another University of California location within two years of his appointment: \$41,500 if separation occurs within the first year of employment, and \$41,500 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.
- D. Reimbursement of actual and reasonable moving and relocation expenses associated with relocating Mr. Colburn's primary residence, subject to the limitations under Regents Policy 7710, Senior Management Group Moving Reimbursement, except for the specific exceptions to policy listed below. If Mr. Colburn 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 from his initial date of appointment, he will be required to pay back 100 percent of these moving and relocation expenses.
 - (1) As an exception to policy, reimbursement for up to 180 days of actual and reasonable temporary housing-related expenses (i.e., cost of temporary lodging and reasonable residential parking fees).

- (2) As an exception to policy, reimbursement of furnished or unfurnished temporary lodging.
 - (3) As an exception to policy, reimbursement of actual and reasonable expenses related to storage costs for household goods and personal effects for up to 180 days immediately after their removal from the former primary residence.
 - (4) As an exception to policy, reimbursement of actual and reasonable expenses related to insurance for the household goods and personal effects while in transit, if incurred within 180 days after removal of the household goods and effects from the former primary residence.
- 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 (eligible after five consecutive years of Senior Management Group service).
- F. Per policy, eligibility to participate in the UC Employee Housing Assistance Program, subject to all applicable program requirements.
- G. Mr. Colburn will comply with the Senior Management Group Outside Professional Activities (OPA) policy and reporting requirements.
- H. This action will be effective on Mr. Colburn's start date, which is estimated to be on or about August 30, 2021.

COMPARATIVE ANALYSIS

Recommended Compensation

Effective Date: On or about August 30, 2021

Annual Base Salary: \$415,000

Incentive Compensation: N/A

Target Cash Compensation:* \$415,000

Funding: Partially or Fully State-Funded

Budget and/or Current Incumbent Data

Title: Senior Vice President – External Relations and Communication

Annual Base Salary: \$370,800

Incentive Compensation: N/A

Target Cash Compensation:* \$370,800

Funding: Partially or Fully State-Funded

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

**COMPETITIVE ANALYSIS FOR SENIOR VICE PRESIDENT –
EXTERNAL RELATIONS AND COMMUNICATIONS
(MRZ TITLE: SENIOR VICE PRESIDENT – EXTERNAL RELATIONS)**

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	\$261.2k	\$340.3k	\$362.9k	\$404.6k	\$504k	Market Data	\$282k	\$407.7k	\$439.3k	\$494.5k	\$614.3k
% Difference	58.9%	22.0%	14.4%	2.6%	-17.7%	% Difference	47.2%	1.8%	-5.5%	-16.1%	-32.4%

Survey Source: CUPA Administrators in Higher Education Salary Survey, Mercer Benchmark Database Survey, Towers-Watson CDB General Industry Executive Survey, California State University and California State data

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 Brent Colburn as Senior Vice President – External Relations and Communications, Office of the President, at 100 percent time, with a proposed annual base salary of \$415,000 effective upon Mr. Colburn's start date which is estimated to be on or about August 30, 2021.

Additionally, a hiring bonus is being requested within the limitations of policy for an amount equivalent to 20 percent (\$83,000) of the proposed annual base salary.

Mr. Colburn will need additional time to seek a new primary residence within commuting distance to Oakland, California, in light of the extremely challenging housing market in the San Francisco Bay Area. Therefore, in regard to moving and relocation expenses, the following exceptions to policy are being requested:

- Reimbursement of temporary housing-related expenses for up to 180 days (policy allows for temporary lodging and residential parking fees up to 90 days);
- Reimbursement of furnished or unfurnished temporary lodging (policy allows for furnished temporary lodging);
- Reimbursement of storage costs for household goods and personal effects for up to 180 days (policy allows for up to 90 days immediately after their removal from the former primary residence); and

- Reimbursement of expenses related to insurance for household goods and personal effects while in transit if incurred within 180 days (policy allows reimbursement if incurred within 30 days after removal of the household goods and effects from the former primary residence).

Committee vote: Regents Drake, Estolano, Lansing, Leib, Makarechian, Pérez, and Sherman voting “aye” and Regent Elliott voting “no.”

Board vote: Regents Anguiano, Butler, Cohen, Drake, Estolano, Guber, Kounalakis, Lansing, Leib, Makarechian, Mart, Muwwakkil, Pérez, Reilly, Sherman, Stegura, Sures, and Thurmond voting “aye,” and Regent Park abstaining.

2. **APPROVAL OF APPOINTMENT OF AND COMPENSATION FOR SHARON INKELAS AS INTERIM VICE CHANCELLOR FOR EQUITY AND INCLUSION AND DANIA MATOS AS VICE CHANCELLOR FOR EQUITY AND INCLUSION, BERKELEY CAMPUS AS DISCUSSED IN CLOSED SESSION**

Recommendation

The Committee recommends approval of the following items:

- A. Appointment of and compensation for Sharon Inkelas as Interim Vice Chancellor for Equity and Inclusion, Berkeley campus, as follows:
- (1) Per policy, appointment of Sharon Inkelas as Interim Vice Chancellor for Equity and Inclusion, Berkeley campus, at 100 percent time, effective July 1, 2021 through June 30, 2022, or until a new Vice Chancellor for Equity and Inclusion, Berkeley campus, is appointed, whichever occurs first.
 - (2) Per policy, an annual base salary of \$314,000 during the appointment as Interim Vice Chancellor for Equity and Inclusion, Berkeley campus, during a transition period from June 1, 2021 through June 30, 2021, and during a second transition period for up to two months following the start date of a new Vice Chancellor for Equity and Inclusion, Berkeley campus. At the conclusion of the second transition period, Ms. Inkelas’s annual base salary will revert to her base salary in effect as of May 31, 2021 (\$290,433) plus any adjustments made under the UC Berkeley salary program during the interim appointment and/or the transition periods.
 - (3) Per policy, continuation of standard pension and health and welfare benefits.
 - (4) Ms. Inkelas will comply with the Senior Management Group Outside Professional Activities (OPA) policy and reporting requirements.

- B. Appointment of and compensation for Dania Matos as Vice Chancellor for Equity and Inclusion, Berkeley campus, as follows:
- (1) Per policy, appointment of Dania Matos as Vice Chancellor for Equity and Inclusion, Berkeley campus, at 100 percent time.
 - (2) Per policy, an annual base salary of \$325,000.
 - (3) 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 (eligible after five consecutive years of Senior Management Group service).
 - (4) Per policy, eligibility to participate in the UC Employee Housing Assistance Program, subject to all applicable program requirements.
 - (5) Per policy, reimbursement of actual and reasonable moving and relocation expenses associated with relocating her primary residence, subject to the limitations under Regents Policy 7710, Senior Management Group Moving Reimbursement.
 - (6) Ms. Matos will comply with the Senior Management Group Outside Professional Activities (OPA) policy and reporting requirements.
 - (7) This action will be effective on Ms. Matos's start date, which is estimated to be on or about August 16, 2021.

COMPARATIVE ANALYSIS

Recommended Compensation for Interim Appointment (Sharon Inkelas)

Effective Date: June 1, 2021 through June 30, 2021 (first transition period); July 1, 2021 through June 30, 2022 or until a new Vice Chancellor for Equity and Inclusion (VCEI), Berkeley campus, is appointed, whichever occurs first; and up to two months following the start date of a new VCEI, Berkeley campus (second transition period)

Annual Base Salary: \$314,000

Incentive Compensation: N/A

Target Cash Compensation*: \$314,000

Funding: Partially or Fully State-Funded

Recommended Compensation for Career Appointment (Dania Matos)

Effective Date: On or about August 16, 2021

Annual Base Salary: \$325,000

Incentive Compensation: N/A

Target Cash Compensation*: \$325,000

Funding: Partially or Fully State-Funded

Budget and/or Current Incumbent Data

Title: Vice Chancellor for Equity and Inclusion

Annual Base Salary: \$285,000

Incentive Compensation: N/A

Target Cash Compensation*: \$285,000

Funding: Partially or Fully State-Funded

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

**COMPETITIVE ANALYSIS
INTERIM VICE CHANCELLOR FOR EQUITY AND INCLUSION
(MRZ TITLE: VICE CHANCELLOR – EQUITY AND INCLUSION (CAMPUSES
WITHOUT HEALTH SERVICES))**

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	\$194.3k	\$236.4k	\$258.8k	\$294.4k	\$345.2K	Market Data	\$212.3k	\$270.4k	\$300.9k	\$348.7k	\$417.9k
% Difference	61.6%	32.8%	21.3%	6.7%	-9.0%	% Difference	47.9%	16.1%	4.4%	-10.0%	-24.9%

Survey Source: Mercer Benchmark Database Salary Survey, Towers Watson General Industry Salary Survey, Educomp Compensation Survey, College and University Professional Association (CUPA) Administrators in Higher Education Survey, and California State University Data

**COMPETITIVE ANALYSIS
VICE CHANCELLOR FOR EQUITY AND INCLUSION
(MRZ TITLE: VICE CHANCELLOR – EQUITY AND INCLUSION (CAMPUSES
WITHOUT HEALTH SERVICES))**

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	\$194.3k	\$236.4k	\$258.8k	\$294.4k	\$345.2K	Market Data	\$212.3k	\$270.4k	\$300.9k	\$348.7k	\$417.9k
% Difference	67.3%	37.5%	25.6%	10.4%	-5.8%	% Difference	53.1%	20.2%	8.0%	-6.8%	-22.2%

Survey Source: Mercer Benchmark Database Salary Survey, Towers Watson General Industry Salary Survey, Educomp Compensation Survey, College and University Professional Association (CUPA) Administrators in Higher Education Survey, and Cal State University Data

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 two appointment and compensation actions, both of which request approval of a base salary above the 75th percentile of the position's Market Reference Zone, thereby requiring Regental approval.

The current Vice Chancellor for Equity and Inclusion, Berkeley campus, Oscar Dubón, is stepping down from his position effective June 30, 2021, and upon his announcement to do so, the campus launched a competitive recruitment, and a top candidate for the career position has been identified.

In order to ensure that there is no gap in leadership for this critical role, the campus is also requesting the appointment of and compensation for an Interim Vice Chancellor for Equity and Inclusion.

The appointment of and compensation for the interim role also requires Regental approval; therefore, the career appointment and the interim appointment are being presented in one item for ease of review and consideration. The details of the two actions are noted below:

- (1) The appointment of and compensation for Sharon Inkelas as Interim Vice Chancellor for Equity and Inclusion (VCEI), Berkeley campus, at 100 percent time, with a proposed base salary of \$314,000, effective July 1, 2021 through June 30, 2022, or until a new VCEI, Berkeley campus, is appointed, whichever occurs first. Ms. Inkelas will maintain her tenured faculty appointment as Professor, Department of Linguistics, at zero percent time, without salary.

The proposed base salary of \$314,000 is 6.7 percent above the 75th percentile (\$294,400) and nine percent below the 90th percentile (\$345,200) of the position's Market Reference Zone and 10.2 percent above the current career incumbent's base salary (\$285,000).

To allow for appropriate transfer of knowledge and responsibilities, the campus is requesting two transition periods: the first from June 1, 2021 to June 30, 2021 prior to Mr. Dubón's departure and the second for up to two months following the start date of a new VCEI. During the transition periods, the campus requests that Ms. Inkelas receive compensation at the rate established for the interim appointment.

At the conclusion of the interim appointment, Ms. Inkelas will return to her current positions as Associate Vice Provost for the Faculty and Special Faculty Advisor to the Chancellor on Sexual Violence/Sexual Harassment, Berkeley campus, and following the second transition period, her annual base salary will revert to her annual base salary in effect as of May 31, 2021 (\$290,433) plus any adjustments made under the UC Berkeley salary program during the interim appointment and/or the transition periods.

- (2) The appointment of and compensation for Dania Matos as Vice Chancellor for Equity and Inclusion, Berkeley campus, at 100 percent time, effective on her hire date which is estimated to be August 16, 2021, with a proposed base salary of \$325,000. Subject to the academic personnel appointment process, the campus will review Ms. Matos for appointment as a non-salaried, non-tenured member of the faculty at zero percent time.

The proposed base salary of \$325,000 is 10.4 percent above the 75th percentile (\$294,400) and 5.8 percent below the 90th percentile (\$345,200) of the position's Market Reference Zone and 14 percent above the current career incumbent's base salary (\$285,000).

Both the interim position and the career position will be funded partially or fully using State funds.

Committee vote: Regents Drake, Elliott, Estolano, Lansing, Leib, Makarechian, Pérez, and Sherman voting "aye."

Board vote: Regents Anguiano, Butler, Cohen, Drake, Estolano, Guber, Kounalakis, Lansing, Leib, Makarechian, Mart, Muwwakkil, Pérez, Reilly, Sherman, Stegura, Sures, and Thurmond voting "aye," and Regent Park abstaining.