

BOARD OF REGENTS

May 28, 2025

**APPROVAL OF APPOINTMENT OF AND COMPENSATION FOR SHIXIN JACK HU
AS CHANCELLOR, RIVERSIDE CAMPUS AS DISCUSSED IN CLOSED SESSION**

Background to Recommendation

The President of the University recommends the appointment of and compensation for Shixin Jack Hu as Chancellor, Riverside campus, effective on or about July 15, 2025. Subject to academic personnel review, the Riverside campus will process a request for Mr. Hu's appointment as a tenured non-salaried member of the faculty at zero percent time at the University of California, Riverside.

The current UC Riverside Chancellor, Kim Wilcox, announced that he would be stepping down in July 2025, and a search advisory committee was convened to complete a competitive national recruitment and advise the President on the selection of the new UC Riverside Chancellor.

This is a Level One Senior Management Group position. The proposed annual base salary is \$824,000 and is at the 43rd percentile of the position's Market Reference Zone (MRZ), which is 32.2 percent above the 25th percentile (\$623,300) and 7.8 percent below the 50th percentile (\$893,300) of the MRZ and 1.7 percent above the base salary (\$810,000) of the current UC Riverside 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, and the scope and breadth of Mr. Hu's experience and job responsibilities.

Recommendation

- A. Having completed consultation with the Search Advisory Committee to select the UC Riverside Chancellor, the President of the University recommends to the Regents that Shixin Jack Hu be appointed as Chancellor, Riverside campus, at 100 percent time, effective on or about July 15, 2025.
- B. The President recommends that, contingent upon and effective with Mr. Hu's appointment by the Regents as Chancellor of the Riverside campus, the following items be approved in connection with that appointment:
 - (1) Per policy, annual base salary of \$824,000, which will be funded by State and non-State sources.
 - (2) Per policy, University-provided housing while serving as Chancellor.

- (3) Per policy, reimbursement of actual and reasonable moving and relocation expenses associated with relocating Mr. Hu's primary residence as well as professional/scholarly books, records, and equipment, including laboratory supplies, subject to the limitations under policy.
- (4) Per policy, when Mr. Hu 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.
- (5) Per policy, standard pension and 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).
- (6) 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. Hu 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. Hu will be eligible for the maximum University contribution upon completing ten years of service as Chancellor.
- (7) Per policy, while University-provided housing will be Mr. Hu's primary residence, eligibility to participate in the UC Employee Housing Assistance Program to assist with the purchase of a private secondary residence in conjunction with the University-provided housing, subject to all applicable program requirements. When stepping down as Chancellor, if Mr. Hu 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.
- (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. Notwithstanding the provisions of University Policy G-28, Mr. Hu 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. Hu's administrative fund allocation and the travel is otherwise authorized by policy.
- (9) If Mr. Hu 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. Hu may only use it for expenses related to his research allowed under University policy.

- (10) Per policy and contingent upon the Riverside campus's approval of Mr. Hu's tenured academic appointment, eligibility to accrue sabbatical credits as a member of tenured faculty, consistent with academic personnel policy.
- (11) For any outside professional activities, Mr. Hu will comply with the Senior Management Group Outside Professional Activities (OPA) policy and reporting requirements.

COMPARATIVE ANALYSIS

Recommended Compensation

Effective Date: On or about July 15, 2025

Annual Base Salary: \$824,000

Incentive Compensation: N/A

Target Cash Compensation:* \$824,000

Funding: Partially or Fully State-Funded

Current Incumbent Data

Title: Chancellor, Riverside Campus

Annual Base Salary: \$810,000

Incentive Compensation: N/A

Target Cash Compensation:* \$810,000

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, RIVERSIDE 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 | 32.2% | -7.8% | -15.2% | -37.2% | -50.1% |

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, Beharry, Cohen, Drake, Elliott, Hernandez, Lee, Leib, Makarechian, Reilly, Robinson, Salazar, Sarris, and Sures voting "aye."