

GOVERNANCE COMMITTEE

November 14, 2024

TO THE REGENTS OF THE UNIVERSITY OF CALIFORNIA

1. **APPROVAL OF APPOINTMENT OF AND COMPENSATION FOR MEREDITH TURNER 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 Meredith Turner as Senior Vice President – External Relations and Communications, Office of the President:

- A. Per policy, appointment of Meredith Turner as Senior Vice President – External Relations and Communications, Office of the President, at 100 percent time.
- B. Per policy, an annual base salary of \$378,500.
- C. 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.
- D. Per policy, eligibility to participate in the UC Employee Housing Assistance Program, subject to all applicable program requirements.
- E. Ms. Turner will comply with the Senior Management Group Outside Professional Activities (OPA) policy and reporting requirements.
- F. This action will be effective November 14, 2024.

COMPARATIVE ANALYSIS

Recommended Compensation

Effective Date: November 14, 2024

Annual Base Salary: \$378,500

Incentive Compensation: N/A

Target Cash Compensation:* \$378,500

Funding: Partially or Fully State-Funded

Prior Career Incumbent Data

Title: Senior Vice President – External Relations and Communication

Annual Base Salary: \$433,680 on last working day in (May 12, 2023); \$472,681 when adjusted for the 2023 (4.6%) and 2024 (4.2%) systemwide salary program general increases effective July 1, 2023 and July 1, 2024, respectively.

Incentive Compensation: N/A

Target Cash Compensation:* \$433,680 on last working day in (May 12, 2023); \$472,681 when adjusted for the 2023 (4.6%) and 2024 (4.2%) systemwide salary program general increases effective July 1, 2023 and July 1, 2024, respectively.

*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 AND
COMMUNICATIONS)**

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	\$340.4k	\$402.3k	\$420.2k	\$448.2k	\$514.8k	Market Data	\$395.6k	\$492.7k	\$536.4k	\$603.2k	\$732.0k
% Difference	11.2%	-5.9%	-9.9%	-15.6%	-26.5%	% Difference	-4.3%	-23.2%	-29.4%	-37.2%	-48.3%

Survey Source: CUPA Administrators in Higher Education Salary Survey, Mercer Benchmark Database Survey, Towers-Watson CDB General Industry Executive Survey, California State University and CA 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 Meredith Turner as Senior Vice President – External Relations and Communications, Office of the President, at 100 percent time, with a proposed annual base salary of \$378,500 effective November 14, 2024. Following an open and competitive recruitment, Ms. Turner was chosen as the final candidate.

The proposed base salary of \$378,500 is 11.2 percent above the 25th percentile (\$340,400) and 5.9 percent below the 50th percentile (\$402,300) of the position's Market Reference Zone (MRZ), which is a MRZ percentile of 40.4 percent. The proposed base salary is 12.7 percent below the previous career incumbent's base salary (\$433,680) on his last working day in (May 12, 2023) and 19.92 percent below the previous career incumbent's base salary (\$472,681) when adjusted for the 2023 (4.6 percent) and 2024

(4.2 percent) systemwide salary program general increases that occurred after his last working day.

This is a Level One position in the Senior Management Group (SMG); therefore, approval by the Regents is required.

The previous career incumbent, Brent Colburn, stepped down in May 2023. Michael Reese was appointed as an interim incumbent effective May 1, 2023, through June 30, 2024, or until the end of a transition period of up to two months following the appointment of a new career Senior Vice President – External Relations and Communications (SVP-ERC), Office of the President, whichever occurred first. Prior to the end of Mr. Reese’s interim appointment, Ms. Turner was appointed as the new interim incumbent in order for the President to complete his evaluation of the role, responsibilities, and salary level of the SVP-ERC position prior to initiating the recruitment for a career appointee.

Upon the interim appointment of Ms. Turner, Mr. Reese completed a transition period through June 30, 2024, for transfer of responsibilities to Ms. Turner. Ms. Turner’s interim appointment is effective May 17, 2024, through April 30, 2025, or until the appointment of a new Senior Vice President – External Relations and Communications, whichever occurs first.

Committee vote: Regents Anguiano, Cohen, Drake, Hernandez, Pérez, Reilly, Robinson, Sarris, and Sures voting “aye.”

Board vote: Regents Anguiano, Batchlor, Beharry, Chu, Cohen, Drake, Elliott, Hernandez, Kounalakis, Leib, Makarechian, Pérez, Reilly, Rivas, Robinson, Salazar, Sarris, and Sures voting “aye.”

2. AMENDMENT OF REGENTS POLICY 4400: POLICY ON UNIVERSITY OF CALIFORNIA DIVERSITY STATEMENT

The Committee recommends that the Regents amend Regents Policy 4400: Policy on University of California Diversity Statement as shown in Attachment 1.

Committee vote: Regents Anguiano, Drake, Hernandez, Leib, Pérez, Reilly, Robinson, Sarris, and Sures voting “aye.”

Board vote: Regents Anguiano, Batchlor, Beharry, Chu, Cohen, Drake, Elliott, Hernandez, Kounalakis, Leib, Makarechian, Pérez, Reilly, Rivas, Robinson, Salazar, Sarris, and Sures voting “aye.”

Additions shown by underline; deletions shown by ~~strikethrough~~

Regents Policy 4400: Policy on University of California Diversity Statement

Adopted September 20, 2007

Amended September 16, 2010

RECOMMENDED TO THE UNIVERSITY OF CALIFORNIA BY THE ACADEMIC SENATE OF THE UNIVERSITY OF CALIFORNIA

Adopted by the Assembly of the Academic Senate May 10, 2006

Endorsed by the President of the University of California June 30, 2006

Adopted as Amended by the Assembly of the Academic Senate April 22, 2009

Endorsed as Amended by the President of the University of California August 17, 2010

The diversity of the people of California has been the source of innovative ideas and creative accomplishments throughout the state's history into the present. Diversity – a defining feature of California's past, present, and future – refers to the variety of personal experiences, values, and worldviews that arise from differences of culture and circumstance. Such differences include race, ethnicity, gender, age, religion, language, ~~abilities/disabilities~~ disability, sexual orientation, gender identity, socioeconomic status, and geographic region, and more.

Because the core mission of the University of California is to serve the interests of the State of California, it must seek to achieve diversity, inclusion, and accessibility among its student bodies and ~~among~~ its employees. The State of California has a compelling interest in making sure that people from all backgrounds perceive that access to the University is possible for talented students, staff, and faculty from all groups. The knowledge that the University of California is open to qualified students from all groups, and thus serves all parts of the community equitably, helps sustain the social fabric of the State.

Diversity should also be integral to the University's achievement of excellence. Diversity can enhance the ability of the University to accomplish its academic mission. Diversity aims to broaden and deepen both the educational experience and the scholarly environment, as students and faculty learn to interact effectively with each other, preparing them to participate in an increasingly complex and pluralistic society. Ideas, and practices based on those ideas, can be made richer by the process of being born and nurtured in a diverse community. The pluralistic university can model a process of proposing and testing ideas through respectful, civil communication. Educational excellence that truly incorporates diversity thus can promote mutual respect and make possible the full, effective use of the talents and abilities of all to foster innovation and train future leadership.

Therefore, the University of California renews its commitment to the full realization of its historic promise to recognize and nurture merit, talent, and achievement by supporting diversity, accessibility, and equal opportunity in its education, services, and administration, as well as research and creative activity. The University particularly acknowledges the acute need to remove barriers to the recruitment, retention, and advancement of talented students, faculty, and staff from historically excluded populations who are currently underrepresented.