

## **REPORT OF THE GOVERNANCE COMMITTEE (OPEN SESSION)**

October 18, 2022

At its meeting of October 18, 2022, the Committee considered one item for action:

### **APPROVAL OF APPOINTMENT OF AND COMPENSATION FOR KATHERINE NEWMAN AS PROVOST AND EXECUTIVE VICE PRESIDENT – ACADEMIC AFFAIRS, OFFICE OF THE PRESIDENT AS DISCUSSED IN CLOSED SESSION**

#### **EXECUTIVE SUMMARY**

The President of the University recommends approval for the appointment of and compensation for Katherine S. Newman as Provost and Executive Vice President – Academic Affairs, Office of the President, at 100 percent time, with a proposed annual base salary of \$508,000 effective upon Ms. Newman’s start date, which is estimated to be on or about January 9, 2023.

Additionally, a hiring bonus is being requested within the limitations of policy for an amount equivalent to 20 percent (\$101,600) of the proposed annual base salary.

The proposed base salary of \$508,000 is 13 percent above the 50th percentile (\$449,500) and 0.4 percent below the 60th percentile (\$510,000) of the position’s Market Reference Zone and 17.4 percent above the previous incumbent’s base salary (\$432,792).

This is a Level One Senior Management Group position which requires approval by the Board of Regents.

The current incumbent will be stepping down in December 2022. A national competitive recruitment was completed, and Ms. Newman has been identified as the top candidate from a broad and diverse applicant pool.

In accordance with the normal academic process, Ms. Newman will be recommended for appointment as Professor at zero percent time at the University of California, Berkeley. Her step and academic salary will be determined by the academic review process at UC Berkeley.

#### **RECOMMENDATION**

The Governance Committee recommends to the Regents approval of the following items in connection with the appointment of and compensation for Katherine Newman as Provost and Executive Vice President – Academic Affairs, Office of the President:

- A. Per policy, appointment of Katherine Newman as Provost and Executive Vice President – Academic Affairs, Office of the President, at 100 percent time.
- B. Per policy, an annual base salary of \$508,000.
- C. Per policy, a hiring bonus of 20 percent of base salary (\$101,600), which is intended to

make the hiring offer market-competitive and to assist in securing Ms. Newman's acceptance of the offer. The hiring bonus will be paid in two equal lump sums of \$50,800 on or about February 1, 2023 and on or about February 1, 2024 and will be subject to the following repayment schedule if Ms. Newman 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 her appointment: \$50,800 if separation occurs within the first year of employment, and \$50,800 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. Per policy, reimbursement of actual and reasonable moving and relocation expenses associated with relocating Ms. Newman's primary residence, subject to the limitations under Regents Policy 7710, Senior Management Group Moving Reimbursement. If Ms. Newman 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 her initial date of appointment, she will be required to pay back 100 percent of these moving and relocation expenses.
- E. Per policy, eligibility to participate in the UC Employee Housing Assistance Program, subject to all applicable program requirements.
- F. Per policy and contingent upon approval of a tenured academic appointment for Ms. Newman at UC Berkeley, eligibility to accrue sabbatical credits as a member of tenured faculty, consistent with academic personnel policy.
- G. 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.
- H. Per policy, if Ms. Newman maintains an active research program during her appointment as Provost and Executive Vice President – Academic Affairs, the University will provide an annual allocation of \$50,000 in Office of the President (UCOP) funding for her research program for the duration of her appointment as Provost and Executive Vice President – Academic Affairs. She may use these funds in any manner consistent with policies and that supports her research needs. Unexpended funds remaining at the date of the end of her appointment as Provost and Executive Vice President – Academic Affairs would still then be available to her for subsequent use if she remains a member of the faculty of the University.
- I. Ms. Newman will comply with the Senior Management Group Outside Professional Activities (OPA) policy and reporting requirements.
- J. This action will be effective on Ms. Newman's start date, which is estimated to be on or about January 9, 2023.

## COMPARATIVE ANALYSIS

### **Recommended Compensation**

**Effective Date:** On or about January 9, 2023

**Annual Base Salary:** \$508,000

**Incentive Compensation:** N/A

**Target Cash Compensation:\*** \$508,000

### **Budget and/or Current Incumbent Data**

**Title:** Provost and Executive Vice President – Academic Affairs

**Annual Base Salary:** \$432,792

**Incentive Compensation:** N/A

**Target Cash Compensation:\*** \$432,792

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

## COMPETITIVE ANALYSIS FOR PROVOST AND EXECUTIVE VICE PRESIDENT – ACADEMIC AFFAIRS (MRZ TITLE: EXECUTIVE VICE PRESIDENT – ACADEMIC AFFAIRS AND PROVOST)

Percentiles	MARKET REFERENCE ZONE FOR BASE SALARY				
	25 <sup>th</sup>	50 <sup>th</sup>	60 <sup>th</sup>	75 <sup>th</sup>	90 <sup>th</sup>
Market Data	\$395.2k	\$449.5k	\$510.0k	\$570.3k	\$674.0k
% Difference	28.5%	13.0%	-0.4%	-10.9%	-24.6%

**Survey Source:** College and University Professional Association (CUPA)  
Administrative Compensation Survey. CUPA reports base salary only.

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.