

GOVERNANCE AND COMPENSATION COMMITTEE

September 27, 2018

TO THE REGENTS OF THE UNIVERSITY OF CALIFORNIA

1. **APPOINTMENT OF AND COMPENSATION FOR CLAIRE HOLMES AS SENIOR VICE PRESIDENT – EXTERNAL RELATIONS AND COMMUNICATIONS, OFFICE OF THE PRESIDENT**

Recommendation

The Committee recommends approval of the following items in connection with the appointment of and compensation for Claire Holmes as Senior Vice President – External Relations and Communications, Office of the President:

- A. Per policy, appointment of Claire Holmes as Senior Vice President – External Relations and Communications, Office of the President, at 100 percent time.
- B. Per policy, an annual base salary of \$360,000, partially or fully funded with State funds.
- C. Per policy, standard pension and health and welfare benefits and standard senior management benefits (including eligibility for senior management life insurance and 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 program requirements.
- E. For any outside professional activities related to her professional expertise, Ms. Holmes will comply with Outside Professional Activity (OPA) policies.
- F. This action will be effective on or about September 28, 2018.

COMPARATIVE ANALYSIS

Recommended Compensation

Effective Date: On or about September 28, 2018

Annual Base Salary: \$360,000

Target Cash Compensation:* \$360,000

Funding: Partially or Fully State-Funded

There is no prior career incumbent data.

* 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)**

MARKET REFERENCE ZONE FOR BASE SALARY						MARKET COMPOSITE FOR TARGET CASH COMPENSATION				
Percentiles	25 th	50 th	60 th	75 th	90 th	25 th	50 th	60 th	75 th	90 th
Market Data	\$253.5k	\$330.4k	\$352.3k	\$392.8k	\$489.3k	\$273.8k	\$395.8k	\$426.5k	\$480.1k	\$596.4k
% Difference from Market	42.0%	9.0%	2.2%	-8.4%	-26.4%	31.5%	-9.0%	-15.6%	-25.0%	-39.6%

Survey Source: College and University Professional Association (CUPA) Administration Compensation Survey and Towers Watson General Industry Compensation Survey

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.

Submitted by: President Napolitano
Reviewed by: Governance and Compensation Committee Chair Sherman
 Office of the President, Systemwide Human Resources

Background to Recommendation

The President of the University recommends that the Regents approve the appointment of and compensation for Claire Holmes as Senior Vice President – External Relations and Communications, Office of the President, effective on or about September 28, 2018, using the Senior Management Group (SMG) position of Senior Vice President – External Relations and the corresponding Market Reference Zone (MRZ) which was approved by the Regents in March 2018. As this is a Level One position in the SMG, this action requires the Regents’ approval.

Following a nationwide open recruitment, Ms. Holmes emerged as the top candidate for this role. The President proposes a base salary of \$360,000, which is 2.2 percent above the 60th percentile (\$352,300) and 8.4 percent below the 75th percentile (\$392,800) of the MRZ for this position. Ms. Holmes is currently in this role as an interim appointee, and there is no previous career incumbent for this position. The proposed base salary is 12.5 percent over Ms. Holmes’s salary as Interim Senior Vice President – External Relations and Communications of \$320,000.

The proposed base salary is consistent with Regents Policy 7701, Senior Management Group Appointment and Compensation, and reflects an appropriate placement within the MRZ for this position, taking into account the scope of responsibilities as well as Ms. Holmes's depth and breadth of experience and skill set.

Reporting directly to the President of the University, the Senior Vice President – External Relations and Communications (SVP) is responsible for developing, integrating, and executing successful public relations, governmental relations, and media relations strategies that support the research, education, and public service missions of the University of California campuses, academic medical centers, and UC-affiliated National Laboratories.

The SVP works with other senior University leaders to cultivate and strengthen relationships with State and federal government legislators and agencies, and with alumni, donors, campuses, Regents, and other internal and external audiences. The SVP also monitors issues and areas that affect higher educational institutions and oversees teams that monitor and advocate for State and federal legislative proposals that may affect the University.

Ms. Holmes has been a leader in communications and public affairs in the UC system for ten years. Ms. Holmes joined the Office of the President in March 2017 as the Interim Senior Vice President – Public Affairs. In July 2018, Ms. Holmes was appointed as the Interim Senior Vice President – External Relations and Communications, which combines the executive responsibilities overseeing communications, media relations, alumni affairs, and government relations.

Ms. Holmes began her career with UC in 2008 as the Associate Vice Chancellor of Communications for UC Berkeley with a charter to transform the public affairs organization from a transactional, traditional organization into a strategic function focused on advocacy on behalf of UC Berkeley to its key stakeholders. She led the development of the first brand vision and positioning for UC Berkeley and managed a challenging but necessary reorganization of the department. In 2016, she joined UC Davis Health as the Associate Vice Chancellor of Public Affairs and Marketing, where she set a strategic communications agenda and framework and began to reorganize the department.

Throughout her career with UC, Ms. Holmes has worked alongside and collaborated routinely with government relations.

Prior to joining UC, Ms. Holmes worked as a consultant, preceded by ten years with Kaiser Permanente (KP) in communications leadership roles. In her last role with KP as the Vice President of National Media, Public Relations and Stakeholder Management, she led KP's national communications department which supported the Chief Executive Officer and his leadership team. Her achievements at KP included deploying the highly successful "Thrive" campaign. She also served as KP's Director of Communications and Organizational Change, gaining change management expertise.

Ms. Holmes received her Bachelor of Arts degree in journalism from San Francisco State University.

Committee vote: Regents Elliott, Kieffer, Lansing, Makarechian, Napolitano, Ortiz Oakley, Pérez, Sherman, and Zettel voting “aye.”

Board vote: Regents Anderson, Anguiano, Butler, Cohen, Elliott, Graves, Guber, Kieffer, Lansing, Leib, Morimoto, Napolitano, Ortiz Oakley, Park, Pérez, Sherman, Tauscher, and Zettel voting “aye,” and Regent Estolano voting “no.”

2. **MARKET-BASED SALARY ADJUSTMENT FOR SARAH LATHAM AS VICE CHANCELLOR, BUSINESS AND ADMINISTRATIVE SERVICES, SANTA CRUZ CAMPUS**

Recommendation

The Committee recommends approval of the following items in connection with the market-based salary adjustment for Sarah Latham as Vice Chancellor, Business and Administrative Services, Santa Cruz campus:

- A. Per policy, a market-based salary adjustment of 7.3 percent, increasing Ms. Latham’s base salary from \$298,335 to \$320,000, as Vice Chancellor, Business and Administrative Services, Santa Cruz campus.
- B. Per policy, continuation of standard pension and health and welfare benefits and standard senior management benefits (including eligibility for senior management life insurance and executive salary continuation for disability after five consecutive years of Senior Management Group service).
- C. Per policy, continued eligibility to participate in the UC Employee Housing Assistance Program, subject to all applicable program requirements.
- D. Per policy, continuation of a monthly contribution to the Senior Management Supplemental Benefit Program because Ms. Latham retains her current position.
- E. As an exception to policy, this action will be effective July 1, 2018.

COMPARATIVE ANALYSIS

Recommended Compensation

Effective Date: July 1, 2018

Annual Base Salary: \$320,000

Target Cash Compensation:* \$320,000

Funding: Partially or Fully State-Funded

Current Compensation

Title: Vice Chancellor, Business and Administrative Services

Base Salary: \$298,335

Target Cash Compensation:* \$298,335

Funding: Partially or Fully State-Funded

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

**COMPETITIVE ANALYSIS FOR VICE CHANCELLOR, BUSINESS AND ADMINISTRATIVE SERVICES
(MRZ TITLE: VICE CHANCELLOR, BUSINESS ADMINISTRATION – 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	\$191.9k	\$254.7k	\$271.9k	\$306.7k	\$385.9k	Market Data	\$205.6k	\$311.0k	\$332.7k	\$374.3k	\$528.8k
% Difference	66.8%	25.6%	17.7%	4.3%	-17.1%	% Difference	55.6%	2.9%	-3.8%	-14.5%	-39.5%

Survey Sources: College and University Professional Association (CUPA) Administration Compensation Survey, Mercer Benchmark Database, Towers Watson General Industry Compensation Survey, CSU 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.

Submitted by: President Napolitano
Reviewed by: Governance and Compensation Committee Chair Sherman
 Office of the President, Systemwide Human Resources

Background to Recommendation

The President of the University recommends approval of a market-based salary adjustment for Sarah Latham as Vice Chancellor, Business and Administrative Services, Santa Cruz campus, effective retroactively to July 1, 2018. The proposed adjustment will increase Ms. Latham’s base salary to \$320,000, which is a 7.3 percent increase from her current base salary of \$298,335. The proposed salary is 4.3 percent above the 75th percentile and 17.1 percent below the 90th percentile of the position’s Market Reference Zone (MRZ). Due to the proposed base salary exceeding the 75th percentile of the position’s MRZ and the retroactive effective date of July 1, 2018, this action requires approval of the Regents.

Ms. Latham will remain eligible for consideration for a 2018 systemwide salary program increase in accordance with University-wide guidelines.

The proposed market-based salary adjustment will better align Ms. Latham's base salary with the criteria described in policy given her skills, experience, and contributions. The proposed base salary and position in the MRZ are appropriate, considering the breadth and complexity of Ms. Latham's responsibilities, as well as her unique skills, direct experience and demonstrated results in her role.

Chancellor Blumenthal conducted a compensation review of all UC Santa Cruz senior administrators, including Vice Provosts, Deans and Senior Management Group (SMG) members. As a result of that review, he identified four senior administrators, one of whom is Ms. Latham, for a market-based salary adjustment. Ms. Latham is one of the campus's longest serving SMG members, and she oversees the campus's largest division with a large portfolio and a complex, diverse mix of staff and functions. The campus reports that Ms. Latham has consistently demonstrated exceptional performance during her six-year tenure.

Prior to her appointment in September 2012 as Vice Chancellor, Business and Administrative Services at the Santa Cruz campus, Ms. Latham served as Vice President for Operations and Management at Samford University in Birmingham, Alabama. As Vice President, she successfully oversaw and managed the creation of a new division that resulted from an institution-wide restructuring. She managed a complex portfolio that included university master planning, research and effectiveness functions, construction, physical plant and grounds, safety and community services, transportation services, environmental stewardship, and student housing and residential life services. She also served as Samford University's Chief Compliance Officer and the university's liaison to city officials and citizens.

As the Vice Chancellor – Business and Administrative Services, Ms. Latham is responsible for all of the campus's critical business operational support functions: Risk and Safety Services, Internal Control and Business Services, and Physical Environment, Student Development and Auxiliary Services. This is the campus's largest division and includes units such as staff human resources, University police, physical plant, internal audit, and student housing. Ms. Latham is responsible for assuring the smooth functioning of campus support operations and for providing strategic vision and leadership to the Division based on campus strategies and goals set by the Chancellor and Campus Provost/Executive Vice Chancellor. The scope and responsibilities of Ms. Latham's position at UC Santa Cruz continue to expand as a result of her success in her role and strong leadership skills. In January 2017, Ms. Latham was charged with overseeing the campus Office of Physical Education, Recreation, and Sports (OPERS), which includes Athletics, six departments, two interdisciplinary programs, and three youth programs, all of which have benefited greatly from Ms. Latham's leadership.

Ms. Latham's leadership philosophy focuses on team, community, stewardship, quality, and safety, which has resulted in a record of simultaneously reducing operating budgets

while increasing constituent satisfaction. The campus reports that her emphasis on improvements, efficiencies, and staff engagement have had a tremendously positive effect, not only on her division, but also across the campus. Additionally, Ms. Latham plays a critical leadership role in the campus's Long Range Development planning process and leads the campus's Private Public Partnership project, which is necessary for increasing student enrollment. Additionally, Ms. Latham supports system and campus priorities through her service to seven campus committees, three community boards, and nine UC system committees.

Ms. Latham earned her bachelor's degree in Psychology from the University of Alabama at Birmingham and earned her master's degree in Higher Education and Ph.D. in Public Administration and Policy from Florida State University.

This position will continue to be funded partially or fully with State funds.

Committee vote: Regents Kieffer, Lansing, Makarechian, Napolitano, Ortiz Oakley, Pérez, Sherman, and Zettel voting "aye," and Regent Elliott voting "no."

Board vote: Regents Anderson, Anguiano, Butler, Graves, Guber, Kieffer, Lansing, Leib, Morimoto, Napolitano, Ortiz Oakley, Park, Pérez, Sherman, Tauscher, and Zettel voting "aye," and Regents Cohen, Elliott, and Estolano voting "no."

3. **MARKET-BASED SALARY ADJUSTMENT FOR M. ELIZABETH COWELL AS UNIVERSITY LIBRARIAN, SANTA CRUZ CAMPUS**

Recommendation

The Committee recommends approval of the following items in connection with the market-based salary adjustment for M. Elizabeth Cowell as University Librarian, Santa Cruz campus:

- A. Per policy, a market-based salary adjustment of 8.9 percent, increasing Ms. Cowell's base salary from \$229,468 to \$250,000 as University Librarian, Santa Cruz campus.
- B. Per policy, continuation of standard pension and health and welfare benefits and standard senior management benefits (including eligibility for senior management life insurance and executive salary continuation for disability after five consecutive years of Senior Management Group service).
- C. Per policy, continued eligibility to participate in the UC Employee Housing Assistance Program, subject to all applicable program requirements.
- D. Per policy, continuation of a monthly contribution to the Senior Management Supplemental Benefit Program because Ms. Cowell retains her current position.

- E. As an exception to policy, this action will be effective retroactively to July 1, 2018.

COMPARATIVE ANALYSIS

Recommended Compensation

Effective Date: July 1, 2018

Annual Base Salary: \$250,000

Target Cash Compensation:* \$250,000

Funding: Partially or Fully State-Funded

Current Compensation

Title: University Librarian

Base Salary: \$229,468

Target Cash Compensation:* \$229,468

Funding: Partially or Fully State-Funded

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

**COMPETITIVE ANALYSIS FOR UNIVERSITY LIBRARIAN
(MRZ TITLE: UNIVERSITY LIBRARIAN – CAMPUSES WITHOUT HEALTH SERVICES)**

Percentiles	MARKET REFERENCE ZONE FOR BASE SALARY				
	25 th	50 th	60 th	75 th	90 th
Market Data	\$184.1k	\$213.6k	\$225.4k	\$246.3k	\$292.7k
% Difference	35.8%	17.0%	10.9%	1.5%	-14.6%

Survey Sources: College and University Professional Association (CUPA) Administration Compensation Survey, Western Management Group (WGM) Education Compensation Survey (No incentive data is provided by these survey sources for this position)

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Submitted by: President Napolitano
Reviewed by: Governance and Compensation Committee Chair Sherman
 Office of the President, Systemwide Human Resources

Background to Recommendation

The President of the University recommends approval for a market-based salary adjustment for M. Elizabeth Cowell as University Librarian, Santa Cruz campus, effective retroactively July 1, 2018. The proposed adjustment will increase Ms. Cowell's base salary to \$250,000, which is an 8.9 percent increase from her current base salary of \$229,468. The proposed salary is 1.5 percent above the 75th percentile and 14.6 percent below the 90th percentile of the position's Market Reference Zone (MRZ). Due to the proposed base salary exceeding the 75th percentile of the position's MRZ and the retroactive effective date of July 1, 2018, this action requires approval of the Regents.

Ms. Cowell will remain eligible for consideration for a 2018 systemwide salary program increase in accordance with University-wide guidelines.

The proposed market-based salary adjustment will better align Ms. Cowell's base salary with the criteria described in policy given her skills, experience, and contributions. The proposed base salary and position in the MRZ are appropriate, considering the breadth and complexity of Ms. Cowell's responsibilities, as well as her unique skills, direct experience and demonstrated results in her role.

Chancellor Blumenthal conducted a compensation review of all UC Santa Cruz senior administrators, including Vice Provosts and Senior Management Group (SMG) members. As a result of that review, he identified four senior administrators, one of whom is Ms. Cowell, for a market-based salary adjustment. The campus reports that Ms. Cowell has consistently demonstrated exceptional performance as she enters her fifth year in her SMG position, showing creativity and vision in how she executes her responsibilities as the University Librarian. Ms. Cowell's efforts to expand the UCSC libraries, such as improving the content of the library collections and upgrading the climate and physical spaces, have achieved results beyond initial expectations during a time of financial constraint at both the campus and system levels.

Ms. Cowell was hired at UC Santa Cruz as the Associate University Librarian for Public Services in July 2008. She worked with administration and staff to absorb challenging budget cuts while maintaining core library services. She played an integral role in the successful expansion and renovation of McHenry Library and led Library staff through a data-driven analysis of all public services, implementing strategic changes that resulted in a 70 percent increase in the use of library facilities. Through her leadership as part of the UC Libraries Advisory Structure, she has facilitated the UC Libraries systemwide working well together, collaborating to create and maintain innovative services. During Ms. Cowell's appointment as Interim University Librarian in 2013, the campus reports that she engaged library staff in developing new strategic directions and fostered successful cross-campus collaborations. Following a national search in 2014, Ms. Cowell was selected as the top candidate and appointed as the career University Librarian.

Ms. Cowell has 20 years of progressively responsible management experience in academic libraries with a strong record of accomplishment and evidence of strategic

leadership in operations, fundraising, and innovation. The campus reports that she brings a high level of enthusiasm to her work in academic libraries, grasps the potential of strong library alliances, and effectively communicates the value of academic libraries to a wide variety of stakeholders.

One result of Ms. Cowell's engagement has been her successful fundraising for library expansion, obtaining a grant for \$5 million for the renovation of the Science and Engineering Library, a \$1.5 million planned gift to Stevenson College, and \$272,000 in additional gifts for library services. The renovations of the Science and Engineering Library will promote collaborative learning and support student success, providing active learning spaces that accommodate a diversity of learning styles and needs amidst the rich resources the Library offers. Through Ms. Cowell's leadership, the campus was selected by the California Digital Library to be the second of three pilot mass digitization projects. Additionally, she has most recently expanded the University archive through a gift of a historic photo collection, the works of Ruth-Marion Baruch and Pirkle Jones, valued at an estimated \$32 million.

Ms. Cowell provides innovative, positive, forward-focused leadership for the campus libraries, and she continues to take leadership roles at the systemwide level. She has served as vice-chair of the Council of University Librarians (CoUL) steering committee and will be chairing the committee this year.

Ms. Cowell earned her Bachelor of Philosophy in Interdisciplinary Studies from Miami University in Oxford, Ohio and earned a Master of Science in Library and Information Science from the University of Illinois at Urbana-Champaign.

This position will continue to be funded partially or fully with State funds.

Committee vote: Regents Kieffer, Lansing, Makarechian, Napolitano, Ortiz Oakley, Pérez, Sherman, and Zettel voting "aye," and Regent Elliott voting "no."

Board vote: Regents Anderson, Anguiano, Butler, Graves, Guber, Kieffer, Lansing, Leib, Morimoto, Napolitano, Ortiz Oakley, Park, Pérez, Sherman, Tauscher, and Zettel voting "aye," and Regents Cohen, Elliott, and Estolano voting "no."

4. **MERIT-BASED SALARY INCREASES FOR CERTAIN LEVEL ONE SENIOR MANAGEMENT GROUP EMPLOYEES AND AUTHORIZATION FOR THE PRESIDENT OF THE UNIVERSITY TO APPROVE RETROACTIVE MERIT-BASED SALARY INCREASES FOR CERTAIN LEVEL TWO SENIOR MANAGEMENT GROUP AND MANAGEMENT AND SENIOR PROFESSIONAL EMPLOYEES**

Recommendation

The Committee recommends approval of the following:

- A. Salary increases for the Level One Senior Management Group (SMG) employees listed below. The increase for the Lawrence Berkeley National Laboratory Director will be effective October 1, 2018. As an exception to policy, the increases for all other individuals listed below will be effective July 1, 2018.

Title	Incumbent		Current Salary	Proposed Salary Increase	Proposed Annual Base Salary	Funding Source
Direct and/or Dual Reports to the Regents						
Chief Investment Officer and VP of Investments	Jagdeep	Bachher ¹	\$652,454	3.0%	\$672,028	Non State Funded
General Counsel and Vice President - Legal Affairs	Charles	Robinson	\$454,574	3.0%	\$468,211	Partially or Fully State Funded
Secretary and Chief of Staff to the Regents	Anne	Shaw	\$238,703	3.0%	\$245,864	Partially or Fully State Funded
Senior Vice President - Chief Compliance and Audit Officer	Alex	Bustamante	\$350,000	3.0%	\$360,500	Partially or Fully State Funded
Chancellors – Campuses With Health Services						
Chancellor - UCD	Gary	May	\$420,000	3.0%	\$432,600	Partially or Fully State Funded
Chancellor - UCI	Howard	Gillman	\$514,537	3.0%	\$529,973	Partially or Fully State Funded
Chancellor - UCLA	Gene	Block	\$468,211	3.0%	\$482,257	Partially or Fully State Funded
Chancellor - UCSD	Pradeep	Khosla	\$462,684	3.0%	\$476,565	Partially or Fully State Funded
Chancellor - UCSF	Sam	Hawgood	\$819,545	3.0%	\$844,131	Partially or Fully State Funded
Chancellors – Campuses Without Health Services						
Chancellor - UCB	Carol	Christ	\$531,939	3.0%	\$547,897	Partially or Fully State Funded
Chancellor - UCM	Dorothy	Leland	\$406,495	3.0%	\$418,690	Partially or Fully State Funded
Chancellor - UCR	Kim	Wilcox	\$406,495	3.0%	\$418,690	Partially or Fully State Funded
Chancellor - UCSB	Henry	Yang	\$413,051	3.0%	\$425,443	Partially or Fully State Funded
Chancellor - UCSC	George	Blumenthal	\$406,495	3.0%	\$418,690	Partially or Fully State Funded
Chief Executive Officers - Health Systems						
Chief Executive Officer - UCLA	Johnesse	Spisso ¹	\$1,028,608	3.0%	\$1,059,466	Non State Funded
Chief Executive Officer - UCSD	Patricia	Maysent ¹	\$880,770	3.0%	\$907,193	Non State Funded
Chief Executive Officer - UCSF	Mark	Laret ¹	\$1,072,782	3.0%	\$1,104,965	Non State Funded
Lawrence Berkeley Laboratory Director						
Laboratory Director (LBNL)	Michael	Witherell	\$453,200	3.0%	\$466,796	Non State Funded

Title	Incumbent	Current Salary	Proposed Salary Increase	Proposed Annual Base Salary	Funding Source	Title
OP - Direct Reports to the President						
Executive Vice President - Chief Operating Officer	Rachael	Nava	\$370,000	3.0%	\$381,100	Partially or Fully State Funded
Executive Vice President - Chief Financial Officer	Nathan	Brostrom	\$424,360	3.0%	\$437,091	Partially or Fully State Funded
Executive Vice President - UC Health	John	Stobo ¹	\$633,782	3.0%	\$652,795	Partially or Fully State Funded
Provost and Executive Vice President - Academic Affairs	Michael	Brown	\$379,000	3.0%	\$390,370	Partially or Fully State Funded
Senior Vice President - Innovation and Entrepreneurship	Christine	Gulbranson	\$345,000	3.0%	\$355,350	Partially or Fully State Funded
Vice President - Agriculture and Natural Resources	Glenda	Humiston	\$287,000	3.0%	\$295,610	Partially or Fully State Funded
Vice President for UC National Labs	Kim	Budil	\$376,620	3.0%	\$387,919	Partially or Fully State Funded

¹Eligible for Incentive Pay (OCIO AIP or CEMRP)

- B. As an exception to policy, because the time period between the effective date and the approval date is greater than 45 days, authorization for the President to approve merit increases retroactive to July 1, 2018 for those Level Two SMG members and employees in the Managers and Senior Professionals (MSP) personnel program that require the President’s approval and would normally be within the President’s authority to approve.

The base salaries presented above shall constitute the University’s total commitment for base salary 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.

Submitted by: President Napolitano
Reviewed by: Governance and Compensation Committee Chair Sherman
Office of the President, Systemwide Human Resources

Background to Recommendation

Consistent with the 2018 salary program for non-represented staff at all levels, the President of the University recommends approval of merit increases for certain Level One members of the Senior Management Group (SMG) who were in their current roles on or before January 1, 2018 and who have not received a salary increase on or after January 1, 2018. The proposed merit increases will be effective retroactive to July 1, 2018 as an exception to policy.

Additionally, the President requests approval to authorize her approval authority retroactive to July 1, 2018 for merit increases for certain Level Two SMG members and

those employees in the Managers and Senior Professionals (MSP) personnel program that require the President's approval and would normally be within the President's authority to approve. All proposed merit increases are consistent with the 2018 salary program for non-represented staff at all levels. This is an exception to policy requiring Regental approval as the time period between the effective date and approval date is greater than 45 days; however, the action is needed to align the merit increases with the effective date established for the systemwide 2018 merit program.

Participation by the Level One SMG members in this organization-wide, non-represented staff salary program will allow the University to keep pace with general salary movement in the labor market.

Of the Level One SMG members, two Chancellors were appointed in 2017, therefore only eight of the ten Chancellors received merit increases effective July 1, 2017. Of the five Chief Executive Officers of the Health Systems, one is leaving UC on September 30, 2018 and one was newly appointed, therefore three of the four remaining CEOs received merit increases effective July 1, 2017. The Lawrence Berkeley National Laboratory (LBNL) Director received a merit increase effective October 1, 2017 in line with LBNL's fiscal year. The remaining Level One SMG members did not receive merit increases in 2017.

Committee vote: Regents Elliott, Kieffer, Lansing, Makarechian, Napolitano, Ortiz Oakley, Pérez, Sherman, and Zettel voting "aye."

Board vote: Regents Anderson, Anguiano, Butler, Cohen, Elliott, Estolano, Graves, Guber, Kieffer, Lansing, Leib, Morimoto, Napolitano, Ortiz Oakley, Pérez, Sherman, Tauscher, and Zettel voting "aye," and Regent Park voting "no."

5. **DATES OF REGENTS MEETINGS FOR 2020**

The Committee recommends that the following dates of Regents meetings for 2020 be approved:

2020

January 21-23

March 17-19

May 19-21

July 14-16

September 15-17

November 17-19

Committee vote: Regents Elliott, Kieffer, Lansing, Makarechian, Napolitano, Ortiz Oakley, Pérez, Sherman, and Zettel voting "aye."

Board vote: Regents Anderson, Anguiano, Butler, Cohen, Elliott, Estolano, Graves, Guber, Kieffer, Lansing, Leib, Morimoto, Napolitano, Ortiz Oakley, Park, Pérez, Sherman, Tauscher, and Zettel voting “aye.”

6. SUSPENSION OF BYLAW 21.7 FOR THE LIMITED PURPOSE OF ENABLING THE LOS ANGELES CAMPUS TO REAPPOINT REGENT ESTOLANO TO PART-TIME TEACHING AND ADVISORY BOARD POSITIONS, PROVIDED THAT ANY SUCH POSITIONS ARE UNCOMPENSATED

The Committee recommends that Bylaw 21.7 be suspended for the limited purpose of enabling Regent Estolano to be eligible for reappointment to the following University-affiliated positions at the UCLA campus, provided that any such positions are uncompensated:

- A. As a part-time faculty member in the UCLA Luskin School of Public Affairs;
- B. As a member on the Advisory Board of the UCLA Lewis Center for Regional Policy Studies.

Committee vote: Regents Elliott, Kieffer, Lansing, Makarechian, Napolitano, Ortiz Oakley, Pérez, Sherman, and Zettel voting “aye.”

Board vote: Regents Anderson, Anguiano, Butler, Cohen, Elliott, Graves, Guber, Kieffer, Lansing, Leib, Morimoto, Napolitano, Ortiz Oakley, Park, Pérez, Sherman, Tauscher, and Zettel voting “aye,” and Regent Estolano abstaining.

7. APPOINTMENT OF REGENTS TO STANDING COMMITTEES AND SUBCOMMITTEES FOR 2018-19

- A. The Committee recommends the following committee appointments, effectively immediately through June 30, 2019:
 - (1) Regent Butler be appointed a member of the Academic and Student Affairs Committee and the Public Engagement and Development Committee;
 - (2) Regent Cohen be appointed a member of the Finance and Capital Strategies Committee and the Compliance and Audit Committee;
 - (3) Regent Estolano be appointed a member of the Academic and Student Affairs Committee and the Compliance and Audit Committee;
 - (4) Regent Leib be appointed a member of the Finance and Capital Strategies Committee and the Public Engagement and Development Committee.

- B. The Committee reports its appointment of Regent Estolano as a member of the National Laboratories Subcommittee, effective immediately through June 30, 2019 and contingent upon her appointment by the Regents to the Academic and Student Affairs Committee.*
- C. The Committee reports its appointment of Regent Leib as a member of the Investments Subcommittee, effective immediately through June 30, 2019, contingent upon his appointment by the Regents to the Finance and Capital Strategies Committee.†

Committee vote: Regents Elliott, Kieffer, Lansing, Makarechian, Napolitano, Ortiz Oakley, Pérez, Sherman, and Zettel voting “aye.”

Board vote: Regents Anderson, Anguiano, Butler, Cohen, Elliott, Estolano, Graves, Guber, Kieffer, Lansing, Leib, Morimoto, Napolitano, Ortiz Oakley, Park, Pérez, Sherman, Tauscher, and Zettel voting “aye.”

* This action was taken in closed session.

† This action was taken in closed session.