

THE REGENTS OF THE UNIVERSITY OF CALIFORNIA

August 8, 2013

A special meeting of the Regents of the University of California was held on the above date by teleconference at the following locations: 1111 Franklin Street, Lobby 1, Oakland; 166 Arts Building, Riverside campus; J. D. Morgan Center, Los Angeles campus; Henley Board Room, 3104 Mosher Alumni House, Santa Barbara campus; 108D Chancellor's Complex, San Diego campus; 350 Harbor Drive, Sausalito; 4299 Lower Honoapiilani Highway, Lahaina, Hawaii.

Members present: Regents Brown, Feingold, Flores, Island, Kieffer, Makarechian, Newsom, Pattiz, Ruiz, Schultz, Varner, Yudof, and Zettel

In attendance: Regents-designate Engelhorn and Leong Clancy, Faculty Representative Powell, Secretary and Chief of Staff Kelman, Associate Secretary Shaw, General Counsel Robinson, Executive Vice President Brostrom, Senior Vice President Dooley, Vice President Lenz, Acting Chancellor Conoley, and Recording Secretary Johns

The meeting convened at 1:50 p.m. with Chairman Varner presiding.

1. **READING OF NOTICE OF MEETING**

For the record, it was confirmed that notice had been given in compliance with the Bylaws and Standing Orders for a special meeting of the Regents of the University of California, for this date and time, for the purpose of considering the appointment of Kim A. Wilcox as Chancellor, Riverside campus.

2. **REPORT OF THE PRESIDENT: APPOINTMENT – CHANCELLOR**

Appointment of Kim A. Wilcox as Chancellor, Riverside Campus

Having completed consultation with the Committee to Advise the President on the Selection of the Chancellor of the Riverside Campus, the President recommended that Kim A. Wilcox be appointed Chancellor of the Riverside campus, at 100 percent time, effective on or about August 19, 2013. Mr. Wilcox will also hold an academic appointment, at zero percent time, on the Riverside campus.

Upon motion of President Yudof, duly seconded, the President's recommendation was approved, Regents Brown, Feingold, Flores, Island, Kieffer, Makarechian, Newsom, Pattiz, Ruiz, Schultz, Varner, Yudof, and Zettel (13) voting "aye."¹

¹ Roll call vote required by the Bagley-Keene Open Meeting Act [Government Code §11123(b)(1)(D)] for all meetings held by teleconference.

3. **REPORT OF THE COMMITTEE ON COMPENSATION**

The Committee presented the following from its meeting of August 8, 2013:

Compensation for Kim A. Wilcox as Chancellor, Riverside Campus

The Committee recommended that, contingent upon and effective with Kim A. Wilcox's appointment by the Regents as Chancellor of the Riverside campus, the following items be approved in connection with that appointment:

- A. Per policy, an annual base salary of \$354,000, which will be funded by State and other sources. This represents an increase of \$29,000 (8.9 percent) over the previous incumbent's salary. The increase of \$29,000 will be paid with non-State funds, from private funds allocated specifically for this purpose.
- B. Per policy, annual automobile allowance of \$8,916.
- C. Per policy, a University-provided house on campus while serving as Chancellor.
- D. Per policy, the University will arrange for the packing and relocation of household goods and personal effects associated with the relocation to Riverside. The University will also arrange to pack and move Mr. Wilcox's personal library, laboratory, and other related equipment and materials, subject to the limitations under University policy.
- E. Per policy, when Mr. Wilcox leaves the Chancellor position and returns to the University faculty at a UC campus, the University will arrange for the relocation of 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.
- F. Per policy, eligibility to participate in the UC Home Loan Program, in accordance with all applicable policies when stepping down as Chancellor, if Mr. Wilcox assumes a tenured faculty position at Riverside or at another UC campus.
- G. 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.
- H. If Mr. Wilcox maintains an active research program during his appointment as Chancellor, an annual allocation of campus funding will be established for this research during the term as Chancellor.
- I. Reimbursement of reasonable travel expenses, as defined by policy, for all business-related visits to the campus prior to Mr. Wilcox's official start date.

- J. Per policy, two round trips each for Mr. Wilcox and his spouse, for the purpose of organizing the move into the University-provided house, subject to the limitations under policy.
- K. Per policy, standard pension and health and welfare benefits and standard senior management benefits (including senior management life insurance and executive salary continuation for disability). Mr. Wilcox will hold a tenured faculty appointment, making him ineligible to participate in the Senior Management Supplemental Benefit Program.
- L. Per policy, accrual of sabbatical credits as a member of tenured faculty.

COMPARATIVE ANALYSIS

Recommended Compensation

Effective Date: on or about August 19, 2013

Base Salary: \$354,000

Target Cash Compensation:* \$354,000

Funding: partially or fully State-funded; non-State funds will fund the amount above the previous incumbent's salary (\$29,000).

Budget &/or Prior Incumbent Data

Title: Chancellor

Base Salary: \$325,000

Target Cash Compensation:* \$325,000

Funding: partially or fully State-funded

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

COMPETITIVE ANALYSIS FOR CHANCELLOR²

Percentiles	MARKET REFERENCE ZONE FOR BASE SALARY					MARKET COMPOSITE FOR TARGET CASH COMPENSATION					
	25 th	50 th	60 th	75 th	90 th	Percentiles	25 th	50 th	60 th	75 th	90 th
Market Data	\$380K	\$508K	\$583K	\$695K	\$876K	Market Data	\$374K	\$638K	\$696K	\$782K	\$868K
% Difference from Market	-6.8%	-30.3%	-39.3%	-49.1%	-59.6%	% Difference from Market	-5.3%	-44.5%	-49.1%	-54.7%	-59.2%

² CUPA and Mercer were used for the base salary Market Reference Zone (MRZ) comparisons. The Market Composite for Target Cash Compensation reflects base salary plus cash bonuses and incentives and is available only in the Mercer study, since CUPA does not collect other forms of cash compensation other than base salary. Because the two surveys have different cohorts of responding institutions, the data reflecting the 25th and 90th percentiles in the Market Composite for Target Cash Compensation are lower than the same percentiles for the Market Reference Zone.

Survey Source: College and University Professional Association (CUPA) survey and Mercer Chancellor Compensation Survey

The compensation described above shall constitute the University's total commitment until modified by the Regents 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 Yudof
Reviewed by: Committee on Compensation Chair Kieffer
Office of the President, Human Resources

Upon motion of Regent Kieffer, duly seconded, the recommendation of the Committee on Compensation was approved, Regents Feingold, Flores, Island, Kieffer, Makarechian, Ruiz, Schultz, Varner, Yudof, and Zettel (10) voting "aye" and Regents Brown, Newsom, and Pattiz (3) voting "no."

Chairman Varner introduced Chancellor-designate Kim A. Wilcox, and expressed the Regents' enthusiasm for his appointment.

Mr. Wilcox thanked the President, the Board, the University, and the UCR community for this opportunity. He stated that he felt humble, honored, proud, and excited about the appointment. UC has a long and proud tradition of providing access to a world-class education. UC Riverside should be particularly proud of its role in developing that tradition across the whole spectrum of University activities: creating a culture of inclusion, of ideas and people, creating knowledge for society, and for its notion that students can innovate in a way that serves both students and the University. Too often, institutions of higher education find themselves pitting research against teaching, access against quality, basic research against community involvement, or tradition against innovation. UC Riverside has proved that these dichotomies need not exist. With over half its students eligible for Pell Grants and a mathematics and science faculty that rank among the top ten in the world, it is clear that quality and access are not in opposition at UCR but work together in synergy. Mr. Wilcox expressed his conviction that opportunity only exists when there is both access and quality. The fact that one in eight students at UCR is involved in faculty research demonstrates that the campus has not separated research and teaching but has found ways to bring them together and improve both. Nevertheless, every university can become better; great universities can become even greater, and this opportunity is also present at UC Riverside. In the coming years, UCR would improve its quality by ensuring even greater faculty success and recognition, by improving graduation rates for all students, and by developing innovative student support programs. UCR would build on its traditions of innovation and research in the context of 21st century questions and methodologies. UCR would innovate, with a new School of Public Policy, a renewed commitment to broad, interdisciplinary research, and a new School of Medicine. The School of Medicine in particular would shape the future of UCR as nothing else could. Current assertions that UCR is a university for the next generation of Americans would prove to be accurate. Mr. Wilcox stated that he was proud to follow

in the steps of former Chancellor White and Acting Chancellor Conoley. He was also proud that his own career had focused on access and academic quality, two defining themes and values at UCR. He looked forward to helping UCR reach higher levels and meet new goals, and again thanked the University.

The meeting adjourned at 2:00 p.m.

Attest:

Secretary and Chief of Staff