

The Regents of the University of California

**GOVERNANCE COMMITTEE**

June 23, 2021

The Governance Committee met on the above date by teleconference meeting conducted in accordance with Paragraph 3 of Governor Newsom's Executive Order N-29-20.

Members present: Regents Drake, Elliott, Estolano, Lansing, Leib, Makarechian, Pérez, and Sherman

In attendance: Regents Blum, Butler, Cohen, Guber, Kounalakis, Mart, Muwwakkil, Ortiz Oakley, Park, Reilly, Stegura, and Sures, Regents-designate Lott and Torres, Faculty Representatives Gauvain and Horwitz, Secretary and Chief of Staff Shaw, General Counsel Robinson, Provost Brown, Executive Vice President and Chief Financial Officer Brostrom, Executive Vice President Byington, Executive Vice President and Chief Operating Officer Nava, Interim Vice President Lloyd, Chancellors Block, Christ, Gillman, Hawgood, Khosla, Larive, May, Muñoz, and Yang, and Recording Secretary Johns

The meeting convened at 2:45 p.m. with Committee Chair Pérez presiding.

**1. APPROVAL OF APPOINTMENT OF AND COMPENSATION FOR BRENT COLBURN AS SENIOR VICE PRESIDENT – EXTERNAL RELATIONS AND COMMUNICATIONS, OFFICE OF THE PRESIDENT AS DISCUSSED IN CLOSED SESSION**

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

- A. Per policy, appointment of Brent Colburn as Senior Vice President – External Relations and Communications, Office of the President, at 100 percent time.
- B. Per policy, an annual base salary of \$415,000.
- C. Per policy, a hiring bonus of 20 percent of base salary (\$83,000), which is intended to make the hiring offer market-competitive and to assist in securing Mr. Colburn's acceptance of the offer. The hiring bonus will be paid in two equal lump sums of \$41,500 each on or about September 1, 2021 and on or about September 1, 2022. The hiring bonus will be subject to the following repayment schedule if Mr. Colburn voluntarily separates from the University or voluntarily separates from this position to accept an appointment at another University of California location within two years of his appointment: \$41,500 if separation occurs within the first year of employment, and \$41,500 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. Reimbursement of actual and reasonable moving and relocation expenses associated with relocating Mr. Colburn's primary residence, subject to the limitations under Regents Policy 7710, Senior Management Group Moving Reimbursement, except for the specific exceptions to policy listed below. If Mr. Colburn 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 his initial date of appointment, he will be required to pay back 100 percent of these moving and relocation expenses.
- (1) As an exception to policy, reimbursement for up to 180 days of actual and reasonable temporary housing-related expenses (i.e., cost of temporary lodging and reasonable residential parking fees).
  - (2) As an exception to policy, reimbursement of furnished or unfurnished temporary lodging.
  - (3) As an exception to policy, reimbursement of actual and reasonable expenses related to storage costs for household goods and personal effects for up to 180 days immediately after their removal from the former primary residence.
  - (4) As an exception to policy, reimbursement of actual and reasonable expenses related to insurance for the household goods and personal effects while in transit, if incurred within 180 days after removal of the household goods and effects from the former primary residence.
- E. 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 (eligible after five consecutive years of Senior Management Group service).
- F. Per policy, eligibility to participate in the UC Employee Housing Assistance Program, subject to all applicable program requirements.
- G. Mr. Colburn will comply with the Senior Management Group Outside Professional Activities (OPA) policy and reporting requirements.
- H. This action will be effective on Mr. Colburn's start date, which is estimated to be on or about August 30, 2021.

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 material was provided to Regents in advance of the meeting, and a copy is on file in the Office of the Secretary and Chief of Staff.]

Interim Vice President Lloyd outlined the item, which sought approval for the appointment of and compensation for Brent Colburn as Senior Vice President – External Relations and Communications, Office of the President at 100 percent time, with a proposed annual salary of \$415,000, effective on Mr. Colburn’s start date, which was estimated to be on or about August 30, 2021. This position reported to the President of the University and was a key member of the President’s senior leadership team, responsible for developing, integrating and executing successful public relations, government relations, and media relations strategies. This was a Level One Senior Management Group position and required approval by the Regents.

Ms. Lloyd noted that Mr. Colburn’s current base salary was more than 20 percent higher than the proposed salary. Therefore, within policy guidelines, in order to secure his acceptance of the offer, a hiring bonus of \$83,000, or 20 percent of the proposed base salary, was being requested. The hiring bonus would be subject to repayment if Mr. Colburn voluntarily separated from this position within the first two years of employment at the Office of the President. Due to current market conditions and a challenging housing market in the San Francisco Bay Area, he would need additional time to seek a new primary residence. With regard to moving and relocation expenses, this item sought approval for exceptions to policy to allow Mr. Colburn up to 180 days of temporary lodging and associated expenses.

Upon motion duly made and seconded, the Committee approved the recommendation and voted to present it to the Board, Regents Drake, Estolano, Lansing, Leib, Makarechian, Pérez, and Sherman voting “aye” and Regent Elliott voting “no.”<sup>1</sup>

2. **APPROVAL OF APPOINTMENT OF AND COMPENSATION FOR SHARON INKELAS AS INTERIM VICE CHANCELLOR FOR EQUITY AND INCLUSION AND DANIA MATOS AS VICE CHANCELLOR FOR EQUITY AND INCLUSION, BERKELEY CAMPUS AS DISCUSSED IN CLOSED SESSION**

The Committee recommended approval of the following items:

- A. Appointment of and compensation for Sharon Inkelas as Interim Vice Chancellor for Equity and Inclusion, Berkeley campus, as follows:
  - (1) Per policy, appointment of Sharon Inkelas as Interim Vice Chancellor for Equity and Inclusion, Berkeley campus, at 100 percent time, effective July

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

1, 2021 through June 30, 2022, or until a new Vice Chancellor for Equity and Inclusion, Berkeley campus, is appointed, whichever occurs first.

- (2) Per policy, an annual base salary of \$314,000 during the appointment as Interim Vice Chancellor for Equity and Inclusion, Berkeley campus, during a transition period from June 1, 2021 through June 30, 2021, and during a second transition period for up to two months following the start date of a new Vice Chancellor for Equity and Inclusion, Berkeley campus. At the conclusion of the second transition period, Ms. Inkelas's annual base salary will revert to her base salary in effect as of May 31, 2021 (\$290,433) plus any adjustments made under the UC Berkeley salary program during the interim appointment and/or the transition periods.
- (3) Per policy, continuation of standard pension and health and welfare benefits.
- (4) Ms. Inkelas will comply with the Senior Management Group Outside Professional Activities (OPA) policy and reporting requirements.

B. Appointment of and compensation for Dania Matos as Vice Chancellor for Equity and Inclusion, Berkeley campus, as follows:

- (1) Per policy, appointment of Dania Matos as Vice Chancellor for Equity and Inclusion, Berkeley campus, at 100 percent time.
- (2) Per policy, an annual base salary of \$325,000.
- (3) 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 (eligible after five consecutive years of Senior Management Group service).
- (4) Per policy, eligibility to participate in the UC Employee Housing Assistance Program, subject to all applicable program requirements.
- (5) Per policy, reimbursement of actual and reasonable moving and relocation expenses associated with relocating Ms. Matos's primary residence, subject to the limitations under Regents Policy 7710, Senior Management Group Moving Reimbursement.
- (6) Ms. Matos will comply with the Senior Management Group Outside Professional Activities (OPA) policy and reporting requirements.
- (7) This action will be effective on Ms. Matos's start date, which is estimated to be on or about August 16, 2021.

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.

[Background material was provided to Regents in advance of the meeting, and a copy is on file in the Office of the Secretary and Chief of Staff.]

Interim Vice President Lloyd outlined the item, which sought approval for an interim and a career appointment and compensation actions, both of which requested approval of a base salary above the 75th percentile of the position's Market Reference Zone and required approval by the Regents. The first action was for the appointment of and compensation for Sharon Inkelas as Interim Vice Chancellor for Equity and Inclusion, Berkeley campus at 100 percent time, with a proposed base salary of \$314,000, effective July 1, 2021 through June 30, 2022, or until a new Vice Chancellor for Equity and Inclusion was appointed, whichever occurred first. Ms. Inkelas would maintain her tenured faculty appointment as a Professor in the Department of Linguistics at zero percent time without salary.

The second action was for the appointment of and compensation for Dania Matos as Vice Chancellor for Equity and Inclusion, Berkeley campus at 100 percent time, effective on her hire date, which was estimated to be August 16, 2021, with a proposed base salary of \$325,000. Subject to the academic personnel appointment process, the campus would review Ms. Matos for appointment as a non-salaried, non-tenured member of the faculty at zero percent time.

Upon motion duly made and seconded, the Committee approved the recommendation and voted to present it to the Board, Regents Drake, Elliott, Estolano, Lansing, Leib, Makarechian, Pérez, and Sherman voting "aye."

The meeting adjourned at 2:50 p.m.

Attest:

Secretary and Chief of Staff