

THE REGENTS OF THE UNIVERSITY OF CALIFORNIA

October 18, 2022

The Regents of the University of California met on the above date by teleconference meeting conducted in accordance with California Government Code §§ 11133.

Members present: Regents Anguiano, Batchlor, Chu, Cohen, Drake, Elliott, Leib, Makarechian, Park, Pérez, Pouchot, Reilly, Sherman, Sures, and Timmons

In attendance: Regents-designate Ellis and Raznick, Faculty Representative Cochran, Interim Secretary and Chief of Staff Lyall, General Counsel Robinson, Executive Vice President and Chief Operating Officer Nava, Vice President Lloyd, Chancellors Block, Christ, Gillman, Hawgood, Khosla, Larive, May, Muñoz, Wilcox, and Yang, and Recording Secretary Johns

The meeting convened at 4:05 p.m. with Chair Leib presiding.

COMMITTEE REPORTS INCLUDING APPROVAL OF RECOMMENDATIONS FROM COMMITTEES

Report of the Governance Committee

The Committee presented the following from its meeting of October 18, 2022:

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

The Committee recommended 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.

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.]

Chair Leib briefly introduced the item.

Upon motion duly made and seconded, the Regents approved the Committee's recommendation, Regents Anguiano, Batchlor, Chu, Cohen, Drake, Elliott, Leib, Makarechian, Park, Pérez, Pouchot, Reilly, Sherman, Sures, and Timmons voting "aye."

[At this point Provost-elect Newman joined the meeting.]

Provost-elect Newman thanked the Regents for this opportunity to return to her alma mater. She described her family's many connections, as students and alumni, to the University of California. She expressed her and her family's gratitude to UC and remarked that it was an honor to join and serve UC's leadership. As a scholar who had studied inequality in society and as an administrator with a deep commitment to the role of universities in enabling upward mobility, Ms. Newman knew well that there was no university system as impactful as the University of California. Generations of UC students had made their way from modest beginnings to lives of purpose and economic security. Under President Drake's leadership, the University was breaking new ground in expanding access, reducing student debt, and growing the housing stock that would enable students to afford to live on campus. UC had an impressive track record for attracting the best and brightest faculty from around the world. The collective contribution made by UC faculty to closing equity gaps was without parallel. Ms. Newman looked forward to contributing her experience and energy to UC. To be in a community of scholars, leaders, students, staff, Regents, and legislators who were all committed to UC's agenda would be a dream come true for her.

Chair Leib welcomed Ms. Newman and stated that the Board looked forward to working with her.

The meeting adjourned at 4:10 p.m.

Attest:

Secretary and Chief of Staff