

The Regents of the University of California

GOVERNANCE COMMITTEE

October 18, 2022

The Governance Committee met on the above date by teleconference meeting conducted in accordance with California Government Code §§ 11133.

Members present: Regents Cohen, Drake, Elliott, Leib, Park, Pérez, Reilly, Sherman, and Sures

In attendance: Regents Anguiano, Batchlor, Chu, Makarechian, Pouchot, and Timmons, 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 3:55 p.m. with Committee Chair Leib presiding.

1. **PUBLIC COMMENT**

Committee Chair Leib explained that the public comment period permitted members of the public an opportunity to address University-related matters. The following person addressed the Committee concerning the item noted.

Sagar Jethani introduced himself as the father of twin boys who just started their first year at UC Berkeley and as a member of the Cal SOS Coalition, a group of over 800 parents who were deeply concerned for their children's safety at UC Berkeley. Over 300 Coalition members had attended a Zoom videoconference meeting a few weeks prior with the Associate Vice Chancellor's Office to share their concerns. Since that meeting, four people had been shot, one of them fatally, within feet of campus housing. Another person was stabbed while walking on Bancroft Way. The Coalition recognized that the University was trying to address this situation, but these efforts fell far short of what was needed. Hiring more students for the BearWalk escort and the Security Monitor program was no substitute for professional security personnel. There was a need for better solutions, such as controlling access to campus housing, considering a longer-term role for private security if initiatives like the Southside safety program continued to be understaffed, and proactively monitoring video feeds to stop crime before it happens. Many prestigious universities were located in dense urban areas. The University of Southern California, Ohio State, and Temple University had all implemented effective security measures which kept their students safe. The Coalition was eager to discuss these ideas with UC Berkeley and work together on solutions. UC Berkeley risked having its reputation permanently damaged by failing to create a safe environment for its students. Bold action was needed now.

2. **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.]

Committee Chair Leib expressed the Regents’ appreciation and gratitude to Provost Michael Brown for his decades of work for the University, at UC Santa Barbara and the Office of the President. As Provost, he helped bring about a historic change to UC admissions policy, eliminating the requirement for a standardized test. Committee Chair Leib thanked him for all he had done for the University and its faculty and students. President Drake also thanked Mr. Brown, who would be retiring at the end of this year, for his dedicated service. Mr. Brown had done much to expand access and opportunity for students and to support students and faculty.

President Drake stated that it was a great pleasure for him to ask for the Committee’s approval for the appointment of and compensation for Katherine Newman as the systemwide Provost and Executive Vice President – Academic Affairs. The University conducted a far-reaching national search and there were several qualified candidates. Ms. Newman was an outstanding academician and a leader in higher education. She was currently serving as the System Chancellor for Academic Programs and the Senior Vice President for Economic Development at the University of Massachusetts. She held the Torrey Little Chair of Sociology at UMass Amherst. She was an expert on topics of critical importance to UC, having previously directed Harvard University’s multidisciplinary program on inequality and social policy. She was the author of 15 books on topics ranging from a sociological study of the working poor in U.S. urban centers to middle class economic insecurity under the brunt of recession. Her expertise in these areas would be invaluable as the University continued to pursue goals of increasing its capacity and serving

communities broadly and evenly across California. Ms. Newman was a member of the American Academy of Arts and Sciences. An alumna of UC, she earned a B.A. in philosophy and sociology at UC San Diego and a Ph.D. in anthropology at UC Berkeley. She began her teaching career at the UC Berkeley School of Law. Ms. Newman was a distinguished leader, and President Drake expressed confidence in her ability to serve the University well as Provost. He was excited to welcome her.

Vice President Lloyd provided a summary of the item, which sought approval for the appointment of and compensation for Katherine Newman as Provost and Executive Vice President – Academic Affairs at the Office of the President, with a proposed annual base salary of \$508,000, effective on Ms. Newman’s start date, which was estimated to be on or about January 9, 2023. This was a Level One Senior Management Group position which required approval by the Board of Regents.

Upon motion duly made and seconded, the Committee approved the President’s recommendation and voted to present it to the Board, Regents Cohen, Drake, Elliott, Leib, Park, Pérez, Reilly, Sherman, and Sures voting “aye.”

The meeting adjourned at 4:05 p.m.

Attest:

Secretary and Chief of Staff