

The Regents of the University of California

GOVERNANCE COMMITTEE

November 13, 2024

The Governance Committee met on the above date at the UCSF–Mission Bay Conference Center, San Francisco campus and by teleconference meeting conducted in accordance with California Government Code §§ 11133.

Members present: Regents Anguiano, Cohen, Drake, Hernandez, Leib, Pérez, Reilly, Robinson, Sarris, and Sures

In attendance: Regents Batchlor, Beharry, Elliott, Kounalakis, Makarechian, Matosantos, and Sherman, Regents-designate Brooks, Komoto, and Wang, Faculty Representatives Cheung and Palazoglu, Secretary and Chief of Staff Lyall, General Counsel Robinson, Chief Compliance and Audit Officer Bustamante, Provost Newman, Executive Vice President and Chief Financial Officer Brostrom, Executive Vice President and Chief Operating Officer Nava, Interim Senior Vice President Turner, Vice Presidents Kao and Lloyd, Chancellors Gillman, Hawgood, Larive, Lyons, May, Muñoz, Wilcox, and Yang, Interim Chancellor Hunt, and Recording Secretary Johns

The meeting convened at 1:55 p.m. with Committee Chair Reilly presiding.

1. APPROVAL OF MINUTES OF PREVIOUS MEETING

Upon motion duly made and seconded, the minutes of the meeting of September 19, 2024 and the joint meeting of the Governance Committee and the Health Services Committee of July 17, 2024 were approved, Regents Anguiano, Cohen, Drake, Pérez, Reilly, Robinson, and Sures voting “aye.”¹

2. APPROVAL OF APPOINTMENT OF AND COMPENSATION FOR MEREDITH TURNER 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 Meredith Turner as Senior Vice President – External Relations and Communications, Office of the President:

- A. Per policy, appointment of Meredith Turner as Senior Vice President – External Relations and Communications, Office of the President, at 100 percent time.
- B. Per policy, an annual base salary of \$378,500.

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

- C. 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 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 applicable program requirements.
- E. Ms. Turner will comply with the Senior Management Group Outside Professional Activities (OPA) policy and reporting requirements.
- F. This action will be effective November 14, 2024.

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.]

Vice President Lloyd briefly introduced the item, the appointment of and compensation for Meredith Turner as Senior Vice President – External Relations and Communications at the Office of the President. The proposed annual base salary of \$378,500 was at the 40th percentile of the Market Reference Zone for the position.

Upon motion duly made and seconded, the Committee approved the recommendation and voted to present it to the Board, Regents Anguiano, Cohen, Drake, Hernandez, Pérez, Reilly, Robinson, Sarris, and Sures voting “aye.”

3. **BIENNIAL REPORT ON DIVERSITY IN CAMPUS AND SYSTEMWIDE EXECUTIVE SEARCHES**

[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.]

Vice President Lloyd explained that the Senior Management Group Recruitments Diversity Report, included in the background material, was the second biennial report to the Regents on the status of diversity recruitment efforts of campus and systemwide executive leadership positions. The inaugural report was presented in September 2022. These reports were part of an ongoing accountability effort to support diversity and equal opportunity in executive leadership recruitments. The current report included diversity data on 52 completed Senior Management Group (SMG) recruitments from March 1, 2022 through February 29, 2024. It outlined UC's inclusive recruitment strategies, how hires have affected the diversity of the overall 183 SMG population and how well that population

reflects the diversity of UC students, non-SMG staff, and faculty, and the population of the State of California. The report focused on diversity in SMG recruitments and did not include employee development and retention programs.

The 52 SMG recruitments overall retained diverse candidate pools throughout each stage of the recruitment process. The diversity of the candidate pool, consisting of self-identified members of historically excluded and currently underrepresented populations, increased from 19 percent at the applicant stage to 27 percent at the hired candidate stage. UC location executive leaders demonstrated their continued commitment to the internal mobility of senior leaders by hiring 50 percent internal candidates for SMG positions. The executive recruitment processes demonstrated a strong ability to attract top candidates, with an 89 percent candidate retention rate and 98 percent SMG offer acceptance rate. Over the last four years, UC's inclusive recruitment strategies have resulted in hires that increase the diversity of race and ethnicity in the SMG population by seven percentage points, from 33 percent in 2020 to 36 percent in 2022 to 40 percent in 2024. While this two-year reporting period did not include any chancellor searches, the University's recent chancellor searches also had very diverse candidate pools.

Regent Anguiano referred to information in the report indicating that applicant pools began with six percent Latino candidates. She requested clarification, particularly in light of Latino representation in UC total staff numbers. Executive Director Nancy Chen Lane explained that these recruitments typically use executive search firms, and the search firms are required to engage in outreach, and the University examines these outreach efforts and goals. When a recruitment does not make use of an executive search firm, UC follows the same process of outreach to different groups.

Regent Anguiano commented that something was wrong with UC's process and that UC was missing a large population. She asked that the Office of the President review and report at a future meeting on why this number was so low. Ms. Lloyd acknowledged these figures were similar to those in the report two years prior and that UC could make greater efforts to reach out to most underrepresented groups.

Regent Pérez expressed concern about the fact that these statistics remained unchanged after two years. The search firms had missed the mark, and the University's own internal process had missed the mark. There was a blind spot regarding the largest demographic group in California. He recalled past chancellor searches and meetings with campus community members in which there were few people of color. He also recalled a candidate interviewed for an SMG position who made disparaging comments about Latinos. In his view, in that case neither the search firm nor UC staff engaged in a way that reflected the severity of this situation. The percentages in the report were sufficiently startling to warrant a detailed review of what appeared to be a persistent barrier. Executive Vice President and Chief Operating Officer Nava responded that the University must be deliberate in its efforts in this area, both in where it recruits and in the expectations it sets for its search firms. She acknowledged that UC had more work to do to address the concerns raised by Regents Anguiano and Pérez.

Regent Pérez stressed his view that the solution to this problem would not be to increase emphasis on performative diversity, equity, and inclusion processes. Ms. Lloyd noted that the University was issuing a new Request for Proposal for search firms and would carefully consider the firms' approach to inclusion.

Regent Sarris asked if these search firms were located in California or out of state. If a firm was local and knew the state, it should be doing a better job. Ms. Lane responded that UC engaged small, medium, and large search firms. Some were primarily focused within the State of California and others served the entire nation and the globe.

Regent Sarris commented that a prerequisite for the University in selecting a firm should be its familiarity with California. Ms. Lane responded that UC's past Request for Proposal included questions related to the University and familiarity with higher education. Familiarity with the State of California could certainly be included in the upcoming Request for Proposal.

Staff Advisor Frias commented that an important strategy to ensure diversification of the UC workforce at any level was to ensure that members of minoritized communities are represented in search committees.

Committee Chair Reilly concluded by reiterating the Regents' concern about some of the statistics and insisted that the administration make greater efforts to improve diversity in recruitment.

4. **AMENDMENT OF REGENTS POLICY 4400: POLICY ON UNIVERSITY OF CALIFORNIA DIVERSITY STATEMENT**

The President recommended that the Regents amend Regents Policy 4400: Policy on University of California Diversity Statement, as shown in Attachment 1.

[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 Reilly recalled that President Drake convened a systemwide advisory work group on students with disabilities to advise him on ways to better support students with disabilities. One of its recommendations was that Regents Policy 4400, Policy on University of California Diversity Statement, be amended to more thoroughly incorporate disability as an aspect of diversity. UC Graduate and Professional Council President Ryan Manriquez drafted amendments, and the systemwide Academic Senate reviewed them and proposed the amendments now being recommended.

Mr. Manriquez stated that this policy was one of the most important policies of the University of California. The proposed amendment emphasized disability and accessibility as key components of the diversity mission. The Policy as it stood referred to "abilities/disabilities" which he understood to mean people who are not disabled. He wished the Policy to define clearly that the University serves students, staff, and faculty with

disabilities. Mr. Manriquez reiterated that accessibility is a key component of diversity. The University could not have full inclusion without addressing the needs of this community and without addressing accessibility.

Upon motion duly made and seconded, the Committee approved the President's recommendation and voted to present it to the Board, Regents Anguiano, Drake, Hernandez, Leib, Pérez, Reilly, Robinson, Sarris, and Sures voting "aye."

The meeting adjourned at 2:15 p.m.

Attest:

Secretary and Chief of Staff

Additions shown by underline; deletions shown by ~~striketrough~~

Regents Policy 4400: Policy on University of California Diversity Statement

Adopted September 20, 2007

Amended September 16, 2010

RECOMMENDED TO THE UNIVERSITY OF CALIFORNIA BY THE ACADEMIC SENATE OF THE UNIVERSITY OF CALIFORNIA

Adopted by the Assembly of the Academic Senate May 10, 2006

Endorsed by the President of the University of California June 30, 2006

Adopted as Amended by the Assembly of the Academic Senate April 22, 2009

Endorsed as Amended by the President of the University of California August 17, 2010

The diversity of the people of California has been the source of innovative ideas and creative accomplishments throughout the state's history into the present. Diversity – a defining feature of California's past, present, and future – refers to the variety of personal experiences, values, and worldviews that arise from differences of culture and circumstance. Such differences include race, ethnicity, gender, age, religion, language, ~~abilities/disabilities~~ disability, sexual orientation, gender identity, socioeconomic status, and geographic region, and more.

Because the core mission of the University of California is to serve the interests of the State of California, it must seek to achieve diversity, inclusion, and accessibility among its student bodies and ~~among~~ its employees. The State of California has a compelling interest in making sure that people from all backgrounds perceive that access to the University is possible for talented students, staff, and faculty from all groups. The knowledge that the University of California is open to qualified students from all groups, and thus serves all parts of the community equitably, helps sustain the social fabric of the State.

Diversity should also be integral to the University's achievement of excellence. Diversity can enhance the ability of the University to accomplish its academic mission. Diversity aims to broaden and deepen both the educational experience and the scholarly environment, as students and faculty learn to interact effectively with each other, preparing them to participate in an increasingly complex and pluralistic society. Ideas, and practices based on those ideas, can be made richer by the process of being born and nurtured in a diverse community. The pluralistic university can model a process of proposing and testing ideas through respectful, civil communication. Educational excellence that truly incorporates diversity thus can promote mutual respect and make possible the full, effective use of the talents and abilities of all to foster innovation and train future leadership.

Therefore, the University of California renews its commitment to the full realization of its historic promise to recognize and nurture merit, talent, and achievement by supporting diversity, accessibility, and equal opportunity in its education, services, and administration, as well as research and creative activity. The University particularly acknowledges the acute need to remove barriers to the recruitment, retention, and advancement of talented students, faculty, and staff from historically excluded populations who are currently underrepresented.