

Office of the President

TO THE REGENTS OF THE UNIVERSITY OF CALIFORNIA:

Compensation Item/Type: Appointment and Compensation

Funding: Partially or Fully State-Funded

ACTION ITEM

For Meeting of March 16, 2017

APPOINTMENT OF AND COMPENSATION FOR CAROL T. CHRIST AS CHANCELLOR, BERKELEY CAMPUS

EXECUTIVE SUMMARY

The President of the University recommends the appointment of and compensation for Carol T. Christ as Chancellor, Berkeley campus. Ms. Christ is Berkeley's current interim Executive Vice Chancellor and Provost (EVCP). Ms. Christ's start date as Chancellor is anticipated to be on or about July 1, 2017.

Ms. Christ's proposed annual base salary will be \$531,939, which is the current Chancellor's compensation, and will be funded by State and non-State sources.

Ms. Christ joined the Berkeley faculty in 1970 as Professor of English. Her specialty is Victorian literature. During her time as an active faculty member, Ms. Christ served in a variety of administrative positions, as Chair of the Department of English, Dean of the Division of Humanities, Provost of the College of Letters and Science, and as the EVCP for the campus from 1994 to 2000. Ms. Christ returned to full-time teaching after stepping down as EVCP, and then left the campus in 2002 to become President of Smith College. She served as Smith's President until 2013, and then returned to the Berkeley campus as Professor Emerita. Ms. Christ assumed leadership of the Center for Studies in Higher Education, a research unit on the Berkeley campus, in January 2015.

Ms. Christ is an elected Fellow of the American Academy of Arts and Sciences and a member of the American Philosophical Society. She has made inclusion and diversity a hallmark of every administrative position that she has held, both on the Berkeley campus and at Smith College. During her first tenure as EVCP, she also strongly supported the development of neuroscience and bioengineering programs on the Berkeley campus.

Ms. Christ's current appointment as interim EVCP is part-time (43 percent). Consistent with Regents Policy 7706, Reemployment of UC Retired Employees Into Senior Management Group and Staff Positions, Ms. Christ will suspend her monthly retirement payments and retiree health

benefits for the duration of her service as Chancellor in order to assume the Chancellor role on a full-time basis.

RECOMMENDATION

- A. Having completed consultation with the Committee to Advise the President on the Selection of the Chancellor of the Berkeley Campus, the President of the University recommends to the Regents that Carol T. Christ be appointed as Chancellor, Berkeley campus, at 100 percent time, effective on or about July 1, 2017.
- B. The President recommends that, contingent upon and effective with Ms. Christ's appointment by the Regents as Chancellor of the Berkeley campus, the following items be approved in connection with that appointment:
- (1) Per policy, annual base salary of \$531,939, which will be funded by State and non-State sources.
 - (2) Per policy, a University-provided house while serving as Chancellor.
 - (3) Per policy, the University will arrange for the packing and relocation of Ms. Christ's household goods and personal effects associated with the relocation to the University-provided house. The University will also arrange to pack and move Ms. Christ's personal library, laboratory, and other related equipment and materials, subject to the limitations under University policy.
 - (4) Per policy, when Ms. Christ 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 her personal library, laboratory, and any other related equipment and materials to a location of her choice in California.
 - (5) 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.
 - (6) 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). Ms. Christ will be ineligible to participate in the Senior Management Supplemental Benefit Program.

COMPARATIVE ANALYSIS

Recommended Compensation

Effective Date: upon approval

Base Salary: \$531,939

Target Cash Compensation:* \$531,939

Funding: partially or fully State-funded

Budget &/or Prior Incumbent Data

Title: Chancellor
Base Salary: \$531,939
Target Cash Compensation: \$531,939
Funding: partially or fully State-funded

*Target Cash Compensation consists of base salary and in this instance, additional funds from a privately funded endowed chair position. For participants in the Health Sciences Compensation Plan (HSCP), Target Cash Compensation also includes HSCP payments.

COMPETITIVE ANALYSIS FOR CHANCELLOR

For perspective, the following shows the base salary and total cash compensation for Chancellors/Presidents at selected public, AAU institutions:

Institution	Base Salary*	Total Compensation
State University of New York, Buffalo	\$657,700	\$657,700
University of Michigan, Ann Arbor	\$772,500	\$772,500
University of Washington, Seattle	\$697,500	\$697,500
University of Florida	\$860,000	\$935,000
Michigan State University	\$750,000	\$850,000
University of Illinois, Urbana-Champaign	\$549,069	\$549,069
University of Iowa	\$590,000	\$590,000
University of Virginia, Main Campus	\$509,700	\$509,700

*Base Salary is from public data for fiscal year 2014-15.

The compensation described above shall constitute the University's total commitment until modified by the Regents or the 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.

Submitted by: President Napolitano
Reviewed by: Office of the President, Systemwide Human Resources

Current compensation	
Location	Salary (in thousands)
UCM	\$394
UCR	\$394
UCSC	\$394
UCSB	\$401
UCSD	\$449
UCLA	\$454
UCD	\$495*
UCI	\$499
UCB	\$532
UCSF	\$795**

* UC Davis Chancellor compensation is \$420,000 from State and other funds, \$75,000 from private funds.

** UC San Francisco Chancellor compensation is \$545,000 from State and other funds, \$250,000 from private funds.