

Office of the President

TO MEMBERS OF THE GOVERNANCE COMMITTEE:

ACTION ITEM

For Meeting of May 15, 2019

APPROVAL OF APPOINTMENT OF AND COMPENSATION FOR CYNTHIA LARIVE AS CHANCELLOR, SANTA CRUZ CAMPUS AS DISCUSSED IN CLOSED SESSION

EXECUTIVE SUMMARY

The President of the University recommends the appointment of and compensation for Cynthia Larive as Chancellor, Santa Cruz campus. Ms. Larive is currently appointed as the Provost and Executive Vice Chancellor, Riverside campus. Ms. Larive's start date as Chancellor is anticipated to be on or about July 1, 2019. Subject to academic personnel review, the Santa Cruz campus will process a request for Ms. Larive's appointment as a tenured non-salaried Professor at zero percent time at UC Santa Cruz.

Ms. Larive's proposed annual base salary is \$425,000, which will be funded by State and non-State sources. The proposed salary is 15.7 percent below the 25th percentile (\$504,200) of the Market Reference Zone (MRZ) for the position of Chancellor and 1.5 percent above the base salary of the current incumbent (\$418,690).

Ms. Larive joined UC Riverside as a faculty member in 2005 as a Professor of Chemistry and was appointed as the Vice Provost for Undergraduate Education in 2016. In October 2017, Ms. Larive was appointed as the Provost and Executive Vice Chancellor, Riverside campus, after having been appointed on an interim basis in February 2017. Ms. Larive has exceeded expectations by providing robust leadership to the deans and vice provosts, strengthening relationships with the Academic Senate, revitalizing the campus' commitment to achieving the 2:1 freshmen-transfer ratio by 2020-21, overseeing the planning for the Multidisciplinary Research Building 1 (MRB 1), and working closely with the Office of Financial Planning and Analysis to refine the implemented campus budget model (a variant of Responsibility Centered Management or RCM). Ms. Larive demonstrates a high level of competence, a unique ability to quickly learn and take charge, and political deftness in working collaboratively across the Riverside campus.

Ms. Larive was a first-generation college student and has distinguished herself as a world-renowned scholar, as evidenced by her election as a fellow of the American Association for the Advancement of Science, the International Union of Pure and Applied Chemistry, and the American Chemical Society. In addition, she has established a strong reputation and excellent track record as a university administrator.

Ms. Larive received her Bachelor of Science in Chemistry at South Dakota State University, her Master of Science in Inorganic Chemistry at Purdue University, and her Doctorate in Analytical Chemistry at UC Riverside.

RECOMMENDATION

- A. Having completed consultation with the Committee to Advise the President on the Selection of the Chancellor of the Santa Cruz campus, the President of the University recommends to the Regents that Cynthia Larive be appointed as Chancellor, Santa Cruz campus, at 100 percent time, effective on or about July 1, 2019.
- B. The President recommends that, contingent upon and effective with Cynthia Larive's appointment by the Regents as Chancellor of the Santa Cruz campus, the following items be approved in connection with that appointment:
 - (1) Per policy, annual base salary of \$425,000, which will be funded by State and non-State sources.
 - (2) Per policy, University-provided housing while serving as Chancellor.
 - (3) Per policy, reimbursement of actual and reasonable moving and relocation expenses associated with relocating Ms. Larive's primary residence as well as professional/scholarly books, records, and equipment, including laboratory supplies, in connection with the initial relocation to Santa Cruz and the subsequent move to the campus University House, subject to the limitations under policy.
 - (4) Per policy, when Ms. Larive leaves the Chancellor position and returns to the University faculty at a UC campus, reimbursement of actual and reasonable expenses related to relocating 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, subject to the limitations under policy.
 - (5) Per policy, continuation of 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).
 - (6) Per policy, eligibility to participate in the UC Employee Housing Assistance Program, in accordance with all applicable policies when stepping down as

Chancellor, if Ms. Larive assumes a tenured faculty position at Santa Cruz or at another UC campus.

- (7) 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.
- (8) If Ms. Larive maintains an active research program in connection with a tenured faculty appointment during her appointment as Chancellor, an annual allocation of campus funding will be established for this research during the term as Chancellor. This allowance is not compensation, and Ms. Larive may only use it for expenses related to her research allowed under University policy.
- (9) Per policy, continued accrual of sabbatical credits as a member of tenured faculty, consistent with academic personnel policy.

COMPARATIVE ANALYSIS

Recommended Compensation

Effective Date: On or about July 1, 2019

Title: Chancellor

Base Salary: \$425,000

Incentive Compensation: N/A

Target Cash Compensation:* \$425,000

Funding: Partially or Fully State Funded

Current Incumbent Data

Title: Chancellor

Annual Base Salary: \$418,690

Incentive Compensation: N/A

Target Cash Compensation: \$418,690

Funding: Partially or Fully State Funded

*Target Cash Compensation consists of base salary and, if applicable, incentive and/or stipend.

COMPETITIVE ANALYSIS

CHANCELLOR, SANTA CRUZ CAMPUS

(MRZ TITLE: CHANCELLOR - CAMPUSES WITHOUT HEALTH SERVICES)

Percentiles	MARKET REFERENCE ZONE FOR BASE SALARY				
	25 th	50 th	60 th	75 th	90 th
Market Data	\$504.2K	\$692.4K	\$778.3K	\$929.1K	\$1,234.6K
% Difference	-15.7%	-38.6%	-45.4%	-54.3%	-65.6%

Survey Source: College and University Professional Association (CUPA) Administrators in Higher Education Salary Survey. CUPA reports base salary only.

The following shows the base salary and total cash compensation for Chancellors/Presidents at comparable public universities as reported in the Chronicle of Higher Education for Fiscal Year 2016-17:

Public Universities - AAU* and CPEC** (Total Compensation – Highest to Lowest)		
Institution	Base Salary (Fiscal Year 2016-17)	Total Comp (Fiscal Year 2016-17)
University of Michigan, Ann Arbor	\$791,812	\$806,374
University of Texas at Austin	\$750,000	\$762,220
Stony Brook University of New York	\$449,453	\$747,001
University of Washington, Seattle	\$712,498	\$712,498
University of Minnesota, Twin Cities	\$625,250	\$626,450
University of Virginia, Charlottesville	\$580,000	\$607,502
State University of New York, Buffalo	\$504,700	\$560,100
University of Wisconsin, Madison	\$499,950	\$499,950
University of Colorado, Boulder	\$382,196	\$391,817

*AAU - Association of American Universities

**CPEC - California Post-Secondary Education Commission

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**