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Office of the President

TO MEMBERS OF THE GOVERNANCE COMMITTEE:

ACTION ITEM

For Meeting of May 15, 2024

APPROVAL OF APPOINTMENT OF AND COMPENSATION FOR MEREDITH TURNER AS INTERIM SENIOR VICE PRESIDENT – EXTERNAL RELATIONS AND COMMUNICATIONS, OFFICE OF THE PRESIDENT AS DISCUSSED IN CLOSED SESSION

EXECUTIVE SUMMARY

The President of the University recommends approval for the appointment of and compensation for Meredith Turner as Interim Senior Vice President – External Relations and Communications, Office of the President, at 100 percent time, with a proposed annual base salary of $345,000, effective May 17, 2024 through April 30, 2025, or until the appointment of a permanent Senior Vice President – External Relations and Communications, Office of the President, whichever occurs first. A transition period of up to two months following the appointment of a permanent career incumbent is also being requested in order to allow for appropriate transfer of knowledge and responsibilities. During the transition period, Ms. Turner would receive compensation at the rate established for the interim appointment.

This is a Level One position in the Senior Management Group (SMG); therefore, approval by the Regents is required.

The previous career incumbent, Brent Colburn, stepped down on May 12, 2023. Michael Reese was appointed as an interim incumbent effective May 1, 2023, through June 30, 2024, or until the end of a transition period of up to two months following the appointment of a permanent Senior Vice President – External Relations and Communications, Office of the President, whichever occurs first. Upon the interim appointment of Ms. Turner, Mr. Reese will complete a transition period through June 30, 2024, for transfer of responsibilities to Ms. Turner.

Over the next six months, the President will evaluate the role, responsibilities and salary level of this position and make a determination on the career appointment in the role.

As Interim Senior Vice President – External Relations and Communications, Ms. Turner will be authorized to exercise the full authority of the Senior Vice President – External Relations and Communications position.

RECOMMENDATION

The Committee recommends approval of the following items in connection with the appointment of and compensation for Meredith Turner as Interim Senior Vice President – External Relations and Communications, Office of the President:

A. Per policy, appointment of Meredith Turner as Interim Senior Vice President – External Relations and Communications, Office of the President, at 100 percent time, effective May 17, 2024 through April 30, 2025, or until the appointment of a permanent Senior Vice President – External Relations and Communications, Office of the President, whichever occurs first.

B. Per policy, an annual base salary of $345,000 during the appointment as Interim Senior Vice President – External Relations and Communications, Office of the President, and during a transition period for up to two months following the appointment of a permanent Senior Vice President – External Relations and Communications, Office of the President. At the conclusion of the transition period, Ms. Turner's annual base salary will revert to her annual base salary in effect as of May 16, 2024 ($261,000) plus any adjustments made under a systemwide salary program during the interim appointment and/or transition period.

C. Per policy, continuation of standard pension and health and welfare benefits.

D. Ms. Turner will comply with the Senior Management Group Outside Professional Activities (OPA) policy and reporting requirements applicable to this appointment.

COMPARATIVE ANALYSIS

Recommended Compensation
Effective Date: May 17, 2024 through April 30, 2025, or until the appointment of a permanent Senior Vice President – External Relations and Communications, Office of the President, whichever occurs first and during a transition period of up to two months following the appointment of a permanent Senior Vice President – External Relations and Communications, Office of the President.
Annual Base Salary: $345,000
Incentive Compensation: N/A
Target Cash Compensation:* $345,000

Prior Career Incumbent Data
Title: Senior Vice President – External Relations and Communication
Annual Base Salary: $433,680
Incentive Compensation: N/A
Target Cash Compensation:* $433,680
*Target Cash Compensation consists of base salary and, if applicable, incentive and/or stipend.

COMPETITIVE ANALYSIS FOR INTERIM SENIOR VICE PRESIDENT – EXTERNAL RELATIONS AND COMMUNICATIONS (MRZ TITLE: SENIOR VICE PRESIDENT – EXTERNAL RELATIONS)

	MARKET REFERENCE ZONE FOR BASE SALARY						MARKET COMPOSITE FOR TARGET CASH COMPENSATION				
Percentiles	25th	50th	60th	75th	90th	Percentiles	25th	50th	60th	75th	90th
Market Data	$280.9k	$366.1k	$390.4k	$435.2k	$542.2k	Market Data	$303.4k	$438.5k	$472.5k	$532.0k	$660.9k
% Difference	22.8%	-5.8%	-11.6%	-20.7%	-36.4%	% Difference	13.7%	-21.3%	-27.0%	-35.2%	-47.8%

Survey Source: CUPA Administrators in Higher Education Salary Survey, Mercer Benchmark Database Survey, Towers-Watson CDB General Industry Executive Survey, California State University and CA State Data

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.