

## Office of the President

### TO MEMBERS OF THE GOVERNANCE COMMITTEE:

#### ACTION ITEM

*For Meeting of November 13, 2024*

### **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**

#### **EXECUTIVE SUMMARY**

The President of the University recommends approval for the appointment of and compensation for Meredith Turner as Senior Vice President – External Relations and Communications, Office of the President, at 100 percent time, with a proposed annual base salary of \$378,500 effective November 14, 2024. Following an open and competitive recruitment, Ms. Turner was chosen as the final candidate.

The proposed base salary of \$378,500 is 11.2 percent above the 25th percentile (\$340,400) and 5.9 percent below the 50th percentile (\$402,300) of the position's Market Reference Zone (MRZ), which is a MRZ percentile of 40.4 percent. The proposed base salary is 12.7 percent below the previous career incumbent's base salary (\$433,680) on his last working day in (May 12, 2023) and 19.92 percent below the previous career incumbent's base salary (\$472,681) when adjusted for the 2023 (4.6 percent) and 2024 (4.2 percent) systemwide salary program general increases that occurred after his last working day.

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 in May 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 new career Senior Vice President – External Relations and Communications (SVP-ERC), Office of the President, whichever occurred first. Prior to the end of Mr. Reese's interim appointment, Ms. Turner was appointed as the new interim incumbent in order for the President to complete his evaluation of the role, responsibilities, and salary level of the SVP-ERC position prior to initiating the recruitment for a career appointee.

Upon the interim appointment of Ms. Turner, Mr. Reese completed a transition period through June 30, 2024, for transfer of responsibilities to Ms. Turner. Ms. Turner's interim appointment is effective May 17, 2024, through April 30, 2025, or until the appointment of a new Senior Vice President – External Relations and Communications, whichever occurs first.

### **RECOMMENDATION**

The Committee recommends 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.
- 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.

### **COMPARATIVE ANALYSIS**

#### **Recommended Compensation**

**Effective Date:** November 14, 2024

**Annual Base Salary:** \$378,500

**Incentive Compensation:** N/A

**Target Cash Compensation:\*** \$378,500

**Funding:** Partially or Fully State-Funded

#### **Prior Career Incumbent Data**

**Title:** Senior Vice President – External Relations and Communication

**Annual Base Salary:** \$433,680 on last working day in (May 12, 2023); \$472,681 when adjusted for the 2023 (4.6%) and 2024 (4.2%) systemwide salary program general increases effective July 1, 2023 and July 1, 2024, respectively.

**Incentive Compensation:** N/A

**Target Cash Compensation:**\* \$433,680 on last working day in (May 12, 2023); \$472,681 when adjusted for the 2023 (4.6%) and 2024 (4.2%) systemwide salary program general increases effective July 1, 2023 and July 1, 2024, respectively.

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

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

Percentiles	MARKET REFERENCE ZONE FOR BASE SALARY					Percentiles	MARKET COMPOSITE FOR TARGET CASH COMPENSATION				
	25 <sup>th</sup>	50 <sup>th</sup>	60 <sup>th</sup>	75 <sup>th</sup>	90 <sup>th</sup>		25 <sup>th</sup>	50 <sup>th</sup>	60 <sup>th</sup>	75 <sup>th</sup>	90 <sup>th</sup>
Market Data	\$340.4k	\$402.3k	\$420.2k	\$448.2k	\$514.8k	Market Data	\$395.6k	\$492.7k	\$536.4k	\$603.2k	\$732.0k
% Difference	11.2%	-5.9%	-9.9%	-15.6%	-26.5%	% Difference	-4.3%	-23.2%	-29.4%	-37.2%	-48.3%

**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 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.