

COMMITTEE ON COMPENSATION

July 2008

APPOINTMENT SALARY FOR RICHARD K. LYONS AS DEAN – HAAS SCHOOL OF BUSINESS, BERKELEY CAMPUS

RECOMMENDATION

The President recommended that the Committee on Compensation recommend to the Regents approval of the following items in connection with the appointment for Richard K. Lyons as Dean – Haas School of Business, Berkeley campus:

- (1) Appointment salary of \$373,200. This represents a 39.9 percent increase in Mr. Lyons's July 1, 2008, adjusted faculty salary of \$266,672 (Salary Grade 111: Minimum \$267,700, Midpoint \$344,000, Maximum \$420,100). Per policy, ineligible for merit consideration until October 2009.
- (2) This appointment is 100 percent time and effective July 1, 2008.

Additional items of compensation include:

- Per policy, standard Pension and Health and Welfare benefits and standard Senior Management benefits, including Senior Manager Life Insurance, Executive Business Travel Insurance, and Executive Salary Continuation for Disability.
- Per policy, accrual of sabbatical credits as a member of the faculty.
- Per policy, ineligible for participation in the Senior Management Supplemental Benefit Program due to dual appointment as a member of the faculty.

The compensation described above shall constitute the University's total commitment until modified by the Regents and shall supersede all previous oral or written commitments.

BACKGROUND

The current dean of the Haas School of Business, Thomas J. Campbell, is stepping down on June 30, 2008. The campus has selected Richard K. Lyons, a Berkeley faculty member, as his successor through a national search. Mr. Lyons is a Professor of International Finance and is currently on unpaid leave. While the proposed salary of \$373,200 represents a significant increase over Mr. Lyons's adjusted faculty salary, as the highest ranked business school in the system and in the top ten in the country, the campus feels that this salary is appropriate.

Mr. Lyons has been a faculty member at the Berkeley campus since 1993, and is a respected scholar, an excellent teacher, mentor and servant of the university. He has served successfully as Acting Dean of the School in the past. He has the respect and support of his colleagues. As the Dean of the Haas School of Business, Mr. Lyons reports to the Executive Vice Chancellor and Provost.

**COMPENSATION FOR RICHARD K. LYONS AS DEAN – HAAS SCHOOL OF BUSINESS
BERKELEY CAMPUS**

Position Slotted in Grade 111 – Minimum \$267,700, Midpoint \$344,000, Maximum \$420,100

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	X		373,200	YES	REGENTS
· Health Sciences Compensation Plan		X			
· Additional Salary (Stipend, add-ons, etc.)		X			
· Clinical Enterprise Management Recognition Plan- up to 20%		X			
*example payout calculated at 20%					
· Any other bonuses/Incentives		X			
· Annual Incentive Plan (Treasurer's Office only)		X			
· Senior Management Supplemental Benefit Program - eligible to receive 5% as contribution to retirement plan for total annual amount at current base salary		X			
BENEFITS AND PERQUISITES					
· Standard Benefits Package (Health, UCRP, Vision, Dental, etc.)	X			NO	
· Automobile Allowance		X			
· Leased Automobile		X			
· Senior Manager Life Insurance	X			NO	
· Executive Business Travel Insurance	X			NO	
· Exec. Salary Continuation for Disability	X			NO	
· Mortgage Origination Program (MOP) Loan		X			
· Supplemental Home Loan Program (SHLP)		X			
· University-provided Housing President/Chancellors)		X			
· Educational Expenses		X			
· Other Perqs – please list below		X			
ONE-TIME PAYMENTS/REIMBURSEMENTS					
· Payment in Lieu of Sabbatical Pay		X			
· Relocation Allowance		X			
· Temporary Housing Allowance - 1 month per policy		X			
· Payment in lieu of Vacation Pay		X			
· Moving Expenses/Movement of Household Goods – 100% of covered expenses		X			

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
FUTURE BENEFITS					
· Post-retirement Employment Agreements		X			
· Consultant/Independent Contractor Compensation Agreement		X			
· Severance/Separation Agreement		X			
· Sabbatical/Administrative Leave	X			NO	
· Special Health Benefits or Other Benefits		X			
OTHER					
· Administrative Fund Allocation		X			
· Corporate Board Service		X			
· Other (Specify)		X			
TOTAL ANNUAL EMPLOYEE COMPENSATION (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other)					REGENTS
			\$373,200		

[Please note that all payments, reimbursements, special benefits, etc. should be listed on this form in order to be authorized by the President and the Regents. This information will be released to the Public.]

The only compensation permitted is what is listed on the summary page that accompanied the item.