

**COMMITTEE ON COMPENSATION  
APPROVED**

**July 2007**

**APPOINTMENT SALARY FOR BARBARA ALLEN-DIAZ AS ASSISTANT VICE  
PRESIDENT - PROGRAMS, AGRICULTURE AND NATURAL RESOURCES, OFFICE  
OF THE PRESIDENT**

Action under interim authority was requested for the appointment of Barbara Allen-Diaz in response to an immediate need to fill this position and the need for the Berkeley campus to cover Ms. Allen-Diaz' teaching responsibilities for the fall semester.

**Compensation:**

- (1) Appointment salary of \$180,000 at 100 percent time.
- (2) Effective date of September 1, 2007.

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, ineligible to participate in the merit/equity program until October 1, 2008.
- Per policy, eligible to participate in the MOP loan program.
- Per policy, ineligible for participation in the Senior Management Supplemental Benefit Program.
- Per policy, accrual of sabbatical credits as a member of 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. All compensation (as defined in the Regents' 1993 Principles for Review of Executive Compensation) in this recommendation will be released to the public immediately following approval by The Regents.

**BACKGROUND**

Barbara Allen-Diaz is currently Professor and Russell Rustici Chair in Rangeland Management, Department of Environmental Science, Policy, and Management, University of California, Berkeley. Ms. Allen-Diaz will continue her appointment as Professor at 0 percent time at the University of California, Berkeley.

**COMPENSATION FOR BARBARA ALLEN-DIAZ AS ASSISTANT VICE PRESIDENT – PROGRAMS, AGRICULTURE AND  
NATURAL RESOURCES, OFFICE OF THE PRESIDENT**

**Position Slotted in Grade 105 – Minimum \$134,000, Midpoint \$169,600, Maximum \$204,700**

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
<b>SALARY AND OTHER CASH PAYMENTS</b>					
· Annual Base Salary	X		\$180,000	NO	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			
<b>BENEFITS AND PERQUISITES</b>					
· 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			NO	
· Supplemental Home Loan Program (SHLP)		X			
· University-provided Housing (President/Chancellors)		X			
· Educational Expenses		X			
· Other Perqs – please list below		X			
<b>ONE-TIME PAYMENTS/REIMBURSEMENTS</b>					
· 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		X			
Two coach-fare house-hunting trips		X			

\* Per policy, authorization by The Regents to participate in the Mortgage Origination Program (MOP) with a loan up to the current maximum threshold of \$1,330,000.

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
<b>FUTURE BENEFITS</b>					
· Post-retirement Employment Agreements		X			
· Consultant/Independent Contractor Compensation Agreement		X			
· Severance/Separation Agreement		X			
· Sabbatical/Administrative Leave (accrues sabbatical Credit as a Professor, UCB)	X			NO	
· Special Health Benefits or Other Benefits		X			
<b>OTHER</b>					
· Administrative Fund Allocation		X			
· Corporate Board Service		X			
· Other (Specify)		X			
<b>TOTAL ANNUAL EMPLOYEE COMPENSATION</b> (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other)			\$180,000		

[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.