

**COMMITTEE ON COMPENSATION  
JULY 18, 2007**

**APPOINTMENT SALARY FOR DIANNE LYNCH AS DEAN – GRADUATE SCHOOL OF  
JOURNALISM, BERKELEY CAMPUS**

**RECOMMENDATION**

The Committee on Compensation recommends to The Regents approval of the following items in connection with the appointment salary for Dianne Lynch as Dean – Graduate School of Journalism, Berkeley campus:

- (1) Appointment salary of \$230,600. (Salary Grade 107: Minimum \$167,600, Midpoint \$212,700, Maximum \$257,800)
- (2) This appointment is 100 percent time and effective January 1, 2008 pending approval by The Regents.
- (3) Per policy, a one-time lump sum relocation allowance of 25 percent of base salary or \$57,650, subject to a repayment requirement in the event that Ms. Lynch resigns within the first five years of employment.
- (4) Per policy, full moving expenses and, as an exception, two house-hunting trips for Ms. Lynch and her husband.

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, participation in the Mortgage Origination Program (MOP) and the Supplemental Home Loan Program (SHLP). The MOP loan may be up to \$1 million and the Supplemental loan may not exceed 5 percent of the lesser of the purchase price or appraised value of the home. If needed, the MOP loan may be in the form of a Graduated Payment MOP within the standard rate reduction terms of that program component.
- Per policy, accrual of sabbatical leave as a member of faculty.
- Per policy, ineligible for participation in the Senior Management Supplemental Benefit Program due to dual appointment 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.

**BACKGROUND**

The current Dean of the School of Journalism, Orville Schell, is retiring effective June 30, 2007. The campus has conducted a national search, and Dianne Lynch has been selected for the position. She was the only candidate for the position who was judged to be fully qualified to maintain and enhance the excellence of the School. She brings to the position many years of comparable administrative experience and a unique educational background in that she has both an M.A. in Journalism and a Ph.D. in Art History. There was broad, enthusiastic support for

Ms. Lynch because of her professional and managerial experience, her passion and vision, and her demonstrated fundraising abilities. The campus is proposing a recruitment package designed to allow Ms. Lynch to move to the Bay Area without a major diminution in her lifestyle

[Compensation form attached.]

**COMPENSATION FOR DIANNE LYNCH AS ASSOCIATE VICE CHANCELLOR – UNIVERSITY RELATIONS  
BERKELEY CAMPUS**

**Position slotted in Grade 107 - Minimum \$167,600, Midpoint \$212,700, Maximum \$257,800**

**Effective January 1, 2008 pending approval by The Regents**

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
<b>SALARY AND OTHER CASH PAYMENTS</b>					
· Annual Base Salary	YES		\$230,600	NO	REGENTS
· Health Sciences Compensation Plan		NO			
· Additional Salary (Stipend, add-ons, etc.)		NO			
· Clinical Enterprise Management Recognition Plan- up to 20%		NO			
· Any other bonuses/Incentives		NO			
· Annual Incentive Plan (Treasurer's Office only )		NO			
· Senior Management Supplemental Benefit Program – eligible to receive 5% as contribution to retirement plan for total annual amount at current base salary		NO			
<b>BENEFITS AND PERQUISITES</b>					
· Standard Benefits Package (Health, UCRP, Vision, Dental, etc.)	YES			NO	
· Automobile Allowance		NO			
· Leased Automobile		NO			
· Senior Manager Life Insurance	YES			NO	
· Executive Business Travel Insurance	YES			NO	
· Exec. Salary Continuation for Disability	YES			NO	
· Mortgage Origination Program (MOP) Loan	YES			NO	REGENTS
· Supplemental Home Loan Program (SHLP)	YES			NO	REGENTS
· University-provided Housing (President/Chancellors)		NO			
· Educational Expenses		NO			
· Other Perqs - please list below		NO			
<b>ONE-TIME PAYMENTS/REIMBURSEMENTS</b>					
· Payment in Lieu of Sabbatical Pay		NO			
· Relocation Allowance - 25%	YES		\$57,650	NO	REGENTS
· Temporary Housing Allowance - 1 month per policy		NO			
· Payment in lieu of Vacation Pay		NO			
· Moving Expenses/Movement of Household Goods – two house-hunting trips as exception to policy	YES			YES	REGENTS

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
<b>FUTURE BENEFITS</b>					
· Post-retirement Employment Agreements		NO			
· Consultant/Independent Contractor Compensation Agreement		NO			
· Severance/Separation Agreement		NO			
· Sabbatical/Administrative Leave	YES			NO	CAMPUS
· Special Health Benefits or Other Benefits		NO			
<b>OTHER</b>					
· Administrative Fund Allocation		NO			
· Corporate Board Service		NO			
· Other (Specify)		NO			
RESEARCH FUND OF \$30,000					
<b>TOTAL ANNUAL EMPLOYEE COMPENSATION</b> (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other)			\$288,250		

[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.

An annual research fund of \$30,000 will also be provided for Ms. Lynch.