

BOARD OF REGENTS

April 10, 2024

APPROVAL OF APPOINTMENT OF AND COMPENSATION FOR RICHARD LYONS AS CHANCELLOR, BERKELEY CAMPUS AS DISCUSSED IN CLOSED SESSION

Recommendation

1. Having completed consultation with the Committee to Advise the President on the Selection of the Chancellor of the Berkeley Campus, the President of the University recommends to the Regents that Richard Lyons be appointed as Chancellor, Berkeley campus, at 100 percent time, effective on or about July 1, 2024.
2. The President recommends that, contingent upon and effective with Mr. Lyons's appointment by the Regents as Chancellor of the Berkeley campus, the following items be approved in connection with that appointment:
 - A. Per policy, annual base salary of \$946,445, of which \$726,445 will be partially or fully State-funded and \$220,000 will be funded through private sources, not from State funding or tuition revenue. A President's Leadership Fund has been established for this purpose.
 - B. Per policy, University-provided housing while serving as Chancellor.
 - C. Per policy, reimbursement of actual and reasonable moving and relocation expenses associated with relocating Mr. Lyons's primary residence as well as professional/scholarly books, records, and equipment, including laboratory supplies, subject to the limitations under policy.
 - D. Per policy, when Mr. Lyons leaves the Chancellor position and returns to a full-time tenured faculty position at a UC campus, reimbursement of actual and reasonable expenses related to relocating household goods and personal effects, including his personal library, laboratory, and any other related equipment and materials to a location of his choice in California, subject to the limitations under policy.
 - E. Per policy, eligibility for standard senior management benefits including Senior Manager Life Insurance (eligible upon appointment) and Executive Salary Continuation for Disability (eligible after five consecutive years of Senior Management Group service) and continuation of standard pension and health and welfare benefits.
 - F. Per policy, while University-provided housing will be Mr. Lyons's primary residence, eligibility to participate in the UC Employee Housing Assistance Program to purchase a secondary residence in conjunction with the University-provided housing and subject to all applicable program requirements.

When stepping down as Chancellor, upon returning to a tenured faculty position at a UC campus, Mr. Lyons will continue to be eligible to participate in the UC Employee Housing Assistance Program, in accordance with all applicable policies and program requirements.

- G. Per policy, an administrative fund will be established for official entertainment and other purposes permitted by University policy. Adjustments may occur annually as allowed by policy. Notwithstanding the provisions of University travel policy, Mr. Lyons shall be authorized to utilize business or first class for air travel of at least six hours, provided that such expenses are managed within Mr. Lyons's administrative fund budget and the travel is otherwise authorized by policy.
- H. If Mr. Lyons maintains an active research program in connection with a tenured faculty appointment during his appointment as Chancellor, an annual allocation of campus funding will be established for this research during the term as Chancellor. This allowance is not compensation, and Mr. Lyons may only use it for expenses related to his research allowed under University policy.
- I. Per policy, continued eligibility to accrue sabbatical credits as a member of tenured faculty, consistent with academic personnel policy.
- J. For any outside professional activities, Mr. Lyons will comply with the Senior Management Group Outside Professional Activities (OPA) policy and reporting requirements.

COMPARATIVE ANALYSIS

Recommended Compensation

Effective Date: On or about July 1, 2024

Annual Base Salary: \$946,445

Incentive Compensation: N/A

Target Cash Compensation:* \$946,445

Funding: \$726,445 will be partially or fully State-funded; \$220,000 to be funded through private sources, not from State funding or tuition revenue. A President's Leadership Fund has been established for this purpose.

Current Compensation

Title: Chancellor, Berkeley Campus

Annual Base Salary: \$697,164

Incentive Compensation: N/A

Target Cash Compensation:* \$697,164

Funding: Partially or Fully State-Funded

*Target Cash Compensation consists of base salary and, if applicable, short-term and long-term incentives and/or stipend.

**COMPETITIVE ANALYSIS FOR CHANCELLOR, BERKELEY CAMPUS
(MRZ Title: CHANCELLOR)**

Percentiles	MARKET REFERENCE ZONE FOR BASE SALARY				
	25th	50th	60th	75th	90th
Market Data	\$558.7k	\$832.4k	\$942.0k	\$1231.2k	\$1639.7k
% Difference	69.4%	13.7%	0.5%	-23.1%	-42.3%

Survey Source: College and University Professional Association (CUPA) Administrators in Higher Education Salary Survey. CUPA reports base salary only.

The following shows the base salary and total cash compensation for Chancellors/Presidents at comparable public universities per the most current data from the *Chronicle of Higher Education* (Calendar Year 2021–22):

AAU Public Universities (Listed by Total Compensation – Highest to Lowest)		
Institution	Base Salary (Calendar Year 2021–22)	Total Compensation (Calendar Year 2021–22)
The Pennsylvania State University	\$873,274	\$2,009,853
University of Kansas	\$938,385	\$1,356,860
The University of Texas at Austin	\$1,319,498	\$1,342,718
The Ohio State University - Main Campus	\$927,000	\$1,183,188
University of Florida	\$956,655	\$1,159,958
Michigan State University	\$960,000	\$1,035,380
Texas A&M University - College Station	\$924,999	\$987,432
University of Virginia - Main Campus	\$831,730	\$986,437
Purdue University - Main Campus	\$618,729	\$976,587
University of Missouri-Columbia	\$760,000	\$966,308

*AAU - Association of American Universities

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.

Background to Recommendation

The President of the University recommends the appointment of and compensation for Richard Lyons as Chancellor, Berkeley campus, effective on or about July 1, 2024. Mr. Lyons will maintain an appointment as a tenured Professor at zero percent time, without salary.

The current UC Berkeley Chancellor, Carol Christ, announced her retirement, and a selection committee was convened to complete a competitive national recruitment and advise the President on the selection of the new UCB Chancellor.

The proposed annual base salary is \$946,445, of which \$726,445 will be partially or fully State-funded and \$220,000 will be funded through private sources, not from State funding or tuition revenue. A President's Leadership Fund has been established for this purpose.

This is a Level One Senior Management Group position. The proposed salary is 0.5 percent above the 60th percentile (\$942,000) and 23.1 percent below the 75th percentile (\$1,231,200) of the Market Reference Zone (MRZ) for this position and 35.8 percent above the base salary of the current UC Berkeley Chancellor (\$697,164).

The proposed placement in the MRZ is consistent with Regents Policy 7701, Senior Management Group Appointment and Compensation, and reflects an appropriate base salary when considering internal peers, the external market, and the scope and breadth of Mr. Lyons's experience and job responsibilities.

Board vote: Regents Batchlor, Drake, Ellis, Kounalakis, Leib, Makarechian, Park, Pérez, Raznick, Reilly, Robinson, Sherman voting "aye."