

Annual Report on Compensated Outside Professional Activities
Reporting Period: July 1, 2022 to June 30, 2023
Deans and Certain Other Full-Time Faculty Administrators

Please Note:

- 1) All faculty may engage in outside professional activities (OPA) in accordance with Academic Personnel Manual Section 025 (APM-025) or Section 671 (APM-671). Faculty appointed to a full-time academic-year appointment may engage in OPA for up to 39 days per academic year; faculty appointed to a full-time fiscal-year appointment may participate in OPA for a maximum of 48 days per fiscal year. Faculty may engage in OPA that are within the course and scope of University employment and are unlikely to raise conflict of commitment issues with no maximum so long as such activities do not interfere with a faculty member's obligations to the University. Additional restrictions governing compensated OPA are placed on faculty appointed to a career, acting, or interim dean or faculty administrator title under APM-240, Deans or APM-246, Faculty Administrator (100% Time). Faculty appointed to full-time administrative positions under these policies may engage in up to 12 workdays per fiscal year of compensated OPA before using vacation leave, but are required to deduct accrued vacation leave for any compensated OPA performed in excess of the 12 workdays until they reach the 48 day limit for fiscal-year appointees. Academic-year appointees do not accrue vacation leave and therefore are limited to 39 days per academic year without use of vacation leave.
- 2) Deans and faculty administrators may serve on no more than three for-profit external boards (not entities of the University of California) for which they receive compensation and for which they have governance responsibilities (APM 240-20 (c)(1); APM 246-20 (c)(1)).
- 3) Full-time deans and faculty administrators are subject to APM-025 with the exception that full-time deans and faculty administrators who participate in the Health Sciences Compensation Plan (APM-670) are subject to APM-671.
- 4) Reporting may reflect a "zero" entry under "Time Served (Days)" category below if the compensated outside professional activity was conducted during non-University hours.

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Employee Name	Location	Title	Name of Org (Prof'l Svc Provided for)	Non-Profit=N Profit=P	Role	Time Served (Days)	Vacation Taken (Days)	Cash Comp (\$)	Deferred Comp (\$)	Description of Deferred Comp	Other Comp (\$)	Description of Other Comp	Strike Price Per Share (\$)	Comments
Adler-Kassner, Linda	UCSB	Associate Vice Chancellor, Teaching and Learning	Miami University	N	Board member	3	0	1000						
Alvarez-Cohen,Lisa	UCB	Vice Provost for Academic Planning	PeopleConnect	N	Speaker	0	0	1800						Plenary Speaker
Alvarez-Cohen,Lisa	UCB	Vice Provost for Academic Planning	University of Michigan	N	Speaker	0	0	2000						Speaker, Research Talk
Anderson,Cheryl	UCSD	Dean, School of Public Health	Weight Watchers	P	Consultant	3	0	15000						Science Advisory Board Member
Anderson,Cheryl	UCSD	Dean, School of Public Health	McCormick Science Institute	N	Consultant	2	0	7000						Science Advisory Board Member
Anderson,Cheryl	UCSD	Dean, School of Public Health	American Diabetes Association	N	Consultant	15	3	15000						Deputy Director
Antony,James	UCSD	Dean, Graduate Division	King Saud University of Health Sciences	N	Consultant	3	0	5000						
Atekwana,Estella	DVCMP	Dean, College of Letters and Science	Botswana International University of Science and Technology	N	Board Member	2	0	795.27						
Berry,Daina	UCSB	Dean, Humanities and Fine Arts	Gilder Lehrman Institution	N	Consultant, Presenter	6	0	5000						
Berry,Daina	UCSB	Dean, Humanities and Fine Arts	Left/Right Media	P	Consultant	1	0	2000						
Berry,Daina	UCSB	Dean, Humanities and Fine Arts	Newberry Library	P	Presenter	0	0	1500						
Berry,Daina	UCSB	Dean, Humanities and Fine Arts	University of Mississippi	P	Presenter	0	0	3500						
Berry,Daina	UCSB	Dean, Humanities and Fine Arts	University of North Carolina Press	P	Editor	1	0	1000						
Berry,Daina	UCSB	Dean, Humanities and Fine Arts	WW Norton and Company	P	Editor	1	0	2000						
Berry,Daina	UCSB	Dean, Humanities and Fine Arts	Seismic	P	Presenter	0	0	7500						
Berry,Daina	UCSB	Dean, Humanities and Fine Arts	UPENN Annenberg Center and Penn State University Roundtable	N	Presenter	0	0	500						
Berry,Daina	UCSB	Dean, Humanities and Fine Arts	Harvard University, Graduate School of Education	N	Presenter	0	0	2000						
Berry,Daina	UCSB	Dean, Humanities and Fine Arts	Environmental Protection Agency	N	Presenter	0	0	2000						
Berry,Daina	UCSB	Dean, Humanities and Fine Arts	State Compensation Insurance Fund	P	Presenter	0	0	2000						
Best,Brookie	UCSD	Dean, Skaggs School of Pharmacy and Pharmaceutical Sciences	Easthorn	P	Consultant	1	0	600						
Best,Brookie	UCSD	Dean, Skaggs School of Pharmacy and Pharmaceutical Sciences	IQVIA	P	Consultant	1	0	1200						
Best,Brookie	UCSD	Dean, Skaggs School of Pharmacy and Pharmaceutical Sciences	Moderna	P	Consultant	1	0	1050						
Best,Brookie	UCSD	Dean, Skaggs School of Pharmacy and Pharmaceutical Sciences	PPD	P	Consultant	1	0	2400						
Best,Brookie	UCSD	Dean, Skaggs School of Pharmacy and Pharmaceutical Sciences	Syneos Health	P	Consultant	1	0	1200						
Blake,Nicquet	UCSF	Vice Provost, Student Academic Affairs; Dean, Graduate Division	UMass Chan Medical School	N	Consultant	5	0	2500						Review Morningside Graduate School of Biomedical Sciences
Boden-Albala, Bernadette	UCI	Dean, Program in Public Health	Health Science Research Advisory board	N	Board of Directors	1	0	500						
Botchan,Michael	UCB	Dean, Division of Biological Sciences	Xbiotix	P	Consultant and Co-chair of the Scientific Advisory Board	5	0	25000						
Brookmeyer,Ronald	UCLA	Dean, Fielding School Of Public Health	Mayo Clinic	N	Committee Member	0	0	1000						Mayo Clinic Study of Aging External Advisory Committee
Chayes,Jennifer	UCB	Associate Provost, Division of Data Science & Information; Dean, School of Information	Howard Hughes Medical Institute	N	Member, Scientific Advisory Board	2	0	7500						Member of Scientific Advisory Board for Janelia Research Station
Chayes,Jennifer	UCB	Associate Provost, Division of Data Science & Information; Dean, School of Information	Nanfung Pivotal Biosciences	P	Member, Scientific Advisory Board	1	0	5000						
Chayes,Jennifer	UCB	Associate Provost, Division of Data Science & Information; Dean, School of Information	VinFuture Foundation	N	Member, Prize Committee	3	0	70000						
Chemersinsky,Erwin	UCB	Dean, School of Law	Alaska Bar Association	N	Presenter	0	0	2500						
Chemersinsky,Erwin	UCB	Dean, School of Law	BarBri	P	Consultant	1	0	25000						
Chemersinsky,Erwin	UCB	Dean, School of Law	Federal Judicial Center	N	Presenter	0	1	600						
Chemersinsky,Erwin	UCB	Dean, School of Law	Hammer Museum	N	Lecturer	1	0	3000						
Chemersinsky,Erwin	UCB	Dean, School of Law	Loyola University New Orleans College of Law	P	Speaker	0	0	1000						Keynote Speaker

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Chemerinsky,Erwin	UCB	Dean, School of Law	Missouri Appellate Judges Forum	N	Presenter	0	0	1500						
Chemerinsky,Erwin	UCB	Dean, School of Law	Nevada District Court Judicial Conference	N	Presenter	0	0	1500						
Chemerinsky,Erwin	UCB	Dean, School of Law	Rendell Center	N	Presenter	0	0	1000						
Chemerinsky,Erwin	UCB	Dean, School of Law	Southwestern Law School	P	Presenter	0	0	1500						
Chemerinsky,Erwin	UCB	Dean, School of Law	United States District Court Western District of Missouri	N	Presenter	0	0	3000						
Chemerinsky,Erwin	UCB	Dean, School of Law	University of Cincinnati Law School	N	Presenter	0	0	5000						
Chemerinsky,Erwin	UCB	Dean, School of Law	University of Houston	N	Presenter	0	0	1000						
Chemerinsky,Erwin	UCB	Dean, School of Law	William and Mary Law School	P	Presenter	0	0	2000						
Christie,Christina	UCLA	Dean, Graduate School of Education and Information Studies	Claremont Graduate University	N	Instructor	1	0	2000						Professional development workshop on evaluation basics.
Clark,Douglas	UCB	Dean, College of Chemistry	Finnegan, Henderson, Farabow, Garrett & Dunner	P	Expert Witness	6	0	30225						
Clark,Douglas	UCB	Dean, College of Chemistry	Xbiotix	P	Consultant	5	0	25000						
Corsi,Richard	DVCMP	Dean, College of Engineering	Lawrence Livermore National Lab	N	Member, External Advisory Board	3	0	4703.04						
Dubinett,Steven	UCLA	Interim Dean, David Geffen School of Medicine	Bristol Myers Squibb	P	Presenter	1	0	1719						4th Annual Conquering Veteran Cancer Together Program at ASCO
Dubinett,Steven	UCLA	Interim Dean, David Geffen School of Medicine	DAVA Oncology	P	Presenter	3	0	676						2023 Hawaii Lung Summit
Dubinett,Steven	UCLA	Interim Dean, David Geffen School of Medicine	EarlyDiagnostics	P	Member, Board of Directors	0	0	0			300,000 stock shares		0.0001	
Dubinett,Steven	UCLA	Interim Dean, David Geffen School of Medicine	LUNGeivity	N	Consultant	1	0	1000						LUNGeivity Study Section
Dubinett,Steven	UCLA	Interim Dean, David Geffen School of Medicine	LungLife AI, Inc	P	Member, Board of Directors	1	0	0			25,000 stock shares		0.025	
Dubinett,Steven	UCLA	Interim Dean, David Geffen School of Medicine	Society for Immunotherapy of Cancer	N	Presenter	1	0	750						SITC Immunoprevention Virtual Summit
Dubinett,Steven	UCLA	Interim Dean, David Geffen School of Medicine	University of Colorado	N	Board Member	1	0	500						External Advisory Board for the Colorado Clinical and Translational Science Institute
Egerstedt,Magnus	UCI	Dean, School of Engineering	Syntiant Corp.	P	Director Member, Advisory Board	1	0	0			10,000.00 shares			
Ettner,Susan	UCLA	Dean, Graduate Division	Congressional Budget Office	N	Presenter	2	0	1500						Presentation at the CBO Panel of Health Advisors meeting.
Fan,Chi-Fun	UCLA	Vice Provost, International Studies and Global Engagement	University Grants Committee of Hong Kong	N	Chair	1	0	13907.8						Grants Committee
Fan,Chi-Fun	UCLA	Vice Provost, International Studies and Global Engagement	Oxford University Press	N	Author	1	0	250						Wrote an entry for Oxford Bibliographies in Urban Studies.
Fan,Chi-Fun	UCLA	Vice Provost, International Studies and Global Engagement	United Arab Emirates University	N	Reviewer	0	0	1000						Reviewed faculty's dossier for promotion.
Fan,Chi-Fun	UCLA	Vice Provost, International Studies and Global Engagement	The University of Hong Kong	N	Presenter	0	0	634.31						Gave a lecture as part of the Geography Distinguished Webinar Series.
Fan,Chi-Fun	UCLA	Vice Provost, International Studies and Global Engagement	SAGE Publications	N	Reviewer	0	0	98.5						Reviewed book proposal.
Flanagan,John	UCB	Dean, School of Optometry	Carl Zeiss Meditec	P	Consultant	0	0	22500						Did not consult for Carl Zeiss Meditec in 2022-23 but was paid for previous work within the 2022-23 time period.
Freund,Caroline	UCSD	Dean, School of Global Policy and Strategy	IMF	N	Recipient	1	0	3500						
Gaines,Steven	UCSB	Dean, Donald Bren School of Environmental Science and Management	Ocean Analytics LLC	P	Consultant	4	0	12000						
Galvan,Adriana	UCLA	Dean, Undergraduate Education	National Institute of Health	N	Grant Reviewer	4	0	1000						
Garfin,Steven	UCSD	Interim Dean, School of Medicine	Orthofix	P	Consultant	1	0	1500						Clinical events committee

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Garfin,Steven	UCSD	Interim Dean, School of Medicine	Seaspine	P	Consultant	1	0	153						Scientific advisory board
Garfin,Steven	UCSD	Interim Dean, School of Medicine	Study Group for Nerve and spine (Japan)--	N	Consultant	1	0	1650						
Giacomini,Kathy	UCSF	Dean, School of Pharmacy	American Society for Clinical Pharmacology and Therapeutics	N	Deputy Editor, Clinical Pharmacology and Therapeuti	12	0	20000						Reviewing manuscripts, acting in an editorial capacity
Gilliss,Catherine	UCSF	Dean, School of Nursing	CHIMERIX	P	Board Member	5	0	46000						Assuming an executive or managerial position outside of the University (Cat. 1)
Gilliss,Catherine	UCSF	Dean, School of Nursing	John Hopkins	P	External Advisory Board - CTS	6	0	1000						Consulting for non-profit health or education-related organization
Gould,Jon	UCI	Dean, School of Social Ecology	Energy Systems Rand Corporation	N	Consultant	3	0	2500						
Gould,Jon	UCI	Dean, School of Social Ecology	U.S. Department of Justice	N	Consultant	1	0	875						
Hunt,Darnell	UCLA	Dean, Division of Social Sciences	DreamWorks Animation Film and Television	P	Consultant	0	0	1500						Consultation on diversity and racial/ethnic representations in television and film projects.
Johnson,Tracy	UCLA	Dean, Division of Life Sciences	Caltech	N	Committee Member	2	0	2500						BBE Visiting Committee, site visit and review of the BBE program at Caltech.
Johnson,Tracy	UCLA	Dean, Division of Life Sciences	Howard Hughes Medical Institute	N	Committee Member	1	0	1000						HHMI Professors Executive Committee, provided guidance and leadership to Society of Professors.
Johnson,Tracy	UCLA	Dean, Division of Life Sciences	National Cancer Institute	N	Board Member	3	0	1200						Board of Scientific Counselors, provide input to the NCI on research direction and research activities within the institute.
Kite,Brian	UCLA	Interim Dean, School of Theater, Film, and Television	Teatr Muzyczny	N	Consultant	13	3	22500						Casting and directing production of Irena.
Lee,Herbie	SCCMP	Vice Provost, Academic Affairs	Hong Kong Research Grants Council	N	Reviewer	0	0	370						Reviewed grant proposals
Lee,Herbie	SCCMP	Vice Provost, Academic Affairs	NASA	N	Board member	0	0	50						
Liu,Tsu-Jae	UCB	Dean, College of Engineering	Intel Corporation	P	Member, Board of Directors	8	2	90000	220000	Restricted stock units (RSUs) subject to time-based vesting.				RSUs granted on May 11, 2023 with a target value on the grant date of approximately \$220,000 consisting of 7,152 RSUs; these RSUs vest 100% in one year on May 11, 2024. These RSUs do not have a strike price.
Liu,Tsu-Jae	UCB	Dean, College of Engineering	MaxLinear, Incorporated	P	Board Member	6	0	68489	219988.3	Restricted stock units (RSUs) subject to time-based vesting.				RSUs granted on May 10, 2023 with a target value on the grant date of \$219,988.30, consisting of 5,802 RSUs, which vests on the earlier to occur of May 1, 2024 or the date immediately preceding the next annual meeting of stockholders; vesting assumes continued service on MaxLinear's board of directors. These RSUs do not have a strike price.
Loukaitou-Sideris,Anastasia	UCLA	Interim Dean, Luskin School of Public Affairs	San Jose State Foundation	N	Consultant	0	0	7500						Review and analysis of workforce diversity in the transit industry.
Lu,Michael	UCB	Dean, School of Public Health	High Tech Computer Corporation	P	Member, Board of Directors	4	4	250000						
Lynch,Christopher	UCR	Dean, Bourns College of Engineering	Dynasen, Inc	P	Consultant	0	0	375						
Lynch,Christopher	UCR	Dean, Bourns College of Engineering	IOP Publishing	N	Editor	7	0	8850						
Maurer,William	UCI	Dean, School of Social Sciences	Crane Currency	P	Presenter	1	0	1000						
Murin,Susan	DVCMP	Interim Dean, School of Medicine	American Board of Internal Medicine	N	Board Member	5	0	4000						
Murthy,Jayathi	UCLA	Dean, Henry Samueli School of Engineering and Applied Science	Infosys Foundation	N	Member of Jury	1	0	3300						Service on jury of Infosys Prize.

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Murthy,Jayathi	UCLA	Dean, Henry Samueli School of Engineering and Applied Science	Indian Institute of Technology, Bombay, India	N	Member of Jury	1	0	1000						Served on the jury to select the recipient of the IIT Bombay International Prize.
Pisano,Albert	UCSD	Dean, Jacobs School of Engineering	Lawrence Livermore National Laboratory	N	Consultant	4	0	8976.55						
Pisano,Albert	UCSD	Dean, Jacobs School of Engineering	The Vin Group	P	Consultant	5	0	60000						
Pollock,Tresa	UCSB	Interim Dean, College of Engineering	The Metals Minerals and Materials Society	N	Editor	6	0	30000						
Pollock,Tresa	UCSB	Interim Dean, College of Engineering	Triad Science, Technology and Engineering Committee	N	Consultant	2	0	3000						
Shimizu,Celine	SCCMP	Dean, Division of Arts	Association of Asian American Studies	N	Recipient	1	0	350						
Stamos,Michael	UCI	Dean, School of Medicine	Benson Law Office	P	Consultant	1	0	5350						
Stamos,Michael	UCI	Dean, School of Medicine	Doyle Schafer McMahon	P	Consultant	1	0	3300						
Stamos,Michael	UCI	Dean, School of Medicine	Hutton & Hutton Law Firm, LLC	P	Consultant	1	0	2250						
Stamos,Michael	UCI	Dean, School of Medicine	Kaiser	N	Consultant	1	0	2569						
Stamos,Michael	UCI	Dean, School of Medicine	Teladoc/Best Doctors	P	Consultant	0	0	1750						
Stamos,Michael	UCI	Dean, School of Medicine	Wagstaff & Cartmell	P	Consultant	1	0	2700						
Uhrich,Kathryn	UCR	Dean, College of Natural and Agricultural Science	MD Anderson	N	Presenter	0	0	1000						Plenary lecture for day-long symposium
Uhrich,Kathryn	UCR	Dean, College of Natural and Agricultural Science	Sage Publications	P	Editor	3	0	15982						
Williams,Daryle	UCR	Dean, College of Humanities, Arts and Social Sciences	American Portuguese Studies Association	N	Presenter	1	0	1000						
Williams,Daryle	UCR	Dean, College of Humanities, Arts and Social Sciences	Michigan State University	N	Recipient, Scholar	1	0	750						
Williams,Daryle	UCR	Dean, College of Humanities, Arts and Social Sciences	Rice University	N	Recipient	1	0	1500						
Williams,Daryle	UCR	Dean, College of Humanities, Arts and Social Sciences	Tudor Place	N	Recipient	1	0	250						
Williamson,Ian	UCI	Dean, Paul Merage School of Business	Merage Institute	N	Consultant	3	0	60000						
Williamson,Ian	UCI	Dean, Paul Merage School of Business	Rutgers University	N	Instructor	5	0	14000						
Yu,Paul	UCSD	Provost—Revelle College	Research Grants Council of Hong Kong	N	Review Panel Chair	3	0	5691.25						
Yu,Paul	UCSD	Provost—Revelle College	Research Grants Council of Hong Kong	N	Review Panelist	5	0	8299.75						

**Annual Report on Compensated Outside Professional Activities
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Executive Summary**

This report fulfills a Regents' requirement that compensation for Outside Professional Activities (OPA) for Deans and Certain Other Full-time Faculty Administrators be submitted annually. Since these academic administrators are also faculty and not members of the Senior Management Group (SMG), the Academic Personnel Manual (APM) governs the reporting.

History

In November 2009, the Regents approved the deans' salary structure and transfer of deans from the Senior Management Group (SMG) to the Academic Personnel Program. In accordance with the November 2009 Regents' Action Item, APM - 240, Deans was issued effective January 1, 2010¹. In May 2010, the Regents approved a corollary action transferring a subset of full-time faculty administrator positions, henceforth referred to as "Certain Other Full- Time Faculty Administrator" positions, from SMG to the Academic Personnel Program under APM - 246, Faculty Administrators (100% Time)². As part of these approvals, it was required that a report on OPA for the transferred population (deans and certain other full-time faculty administrators) be submitted annually to the Regents³.

Policy

In accordance with Academic Personnel Policy Section 025, Conflict of Commitment and Outside Activities of Faculty Members (APM - 025) and Section 671, Conflict of Commitment and Outside Activities of Health Sciences Compensation Plan Participants (APM - 671), chancellors are responsible for managing and reporting annually on outside professional activities that have the potential to interfere with a faculty member's full-time professional obligations to the University. Either APM - 025 or APM - 671 applies to all faculty members who are not SMG members, including deans and certain other full-time faculty administrators reported here. Under these policies, faculty appointed to a full-time academic-year appointment may engage in OPA for up to 39 days per year; faculty appointed to a full-time fiscal-year appointment may participate in OPA for a maximum of 48 days per year unless the faculty member is part of a Health Sciences Compensation Plan and a more restrictive limit is specified in the School Implementing Procedures. In addition, faculty may engage in OPA that are within the course and scope

¹ Full-time academic deans, including those holding acting/interim appointments, are governed by APM - 240, Deans, effective January 1, 2010. A dean with a concurrent title of vice chancellor or a dean reporting solely to the chancellor is subject to SMG policies. University Extension deans and Student Affairs deans are not subject to APM - 240, https://www.ucop.edu/academic-personnel-programs/_files/apm/apm-240.pdf

² APM-246, Faculty Administrators (100% Time): https://www.ucop.edu/academic-personnel-programs/_files/apm/apm-246.pdf

³ See Schedule of Reports to the Regents: https://regents.universityofcalifornia.edu/_documents/pdf/schedule-of-reports.pdf

of University employment and are unlikely to raise conflict of commitment issues with no maximum so long as such activities do not interfere with a faculty member's obligations to the University.

The purpose of these policies is to provide a framework for ensuring that potential conflicts of commitment are identified and appropriately managed, while providing flexibility for faculty to participate in a wide assortment of professional activities outside of their University responsibilities, often activities that enhance their performance as faculty members and administrators. In addition to requiring faculty to obtain pre-approval before engaging in activities that are most likely to create a conflict of commitment, another key provision of APM - 025 and APM - 671 is the requirement that faculty annually report OPA to the chancellor unless the OPA is within the course and scope of University employment and therefore unlikely to raise conflict of commitment issues. (See below for the reporting requirements for Deans/Faculty Administrators covered under APM - 240 and APM - 246.) The University is strongly committed to the value of OPA; such activities help drive the economic engine of the state, fulfill our commitment to public service, and provide practical experience and knowledge valuable to teaching, research, and creative activity.

The University is cognizant of the value derived by both faculty and the University from faculty members' engagement in OPA. The University is also mindful of increased responsibilities assumed by faculty appointed to administrative titles. As a condition of employment in the dean or full-time faculty administrator titles and in recognition of the value of OPA, tempered with the need to balance those activities with administrative duties, the following restrictions apply (APM - 240 and APM - 246):

- Compensated board service is limited to no more than three for-profit boards that are not entities of the University of California and for which there are governance responsibilities;
- All compensated and uncompensated OPA, including consulting, must be reported annually to the chancellor;
- Deans and Faculty Administrators may engage in outside professional activities for up to 39 days per year for academic-year appointees and 48 days per year for fiscal-year appointees;
- Compensated OPAs may use up to 12 university workdays per fiscal year. In excess of 12 workdays require use of accrued vacation leave.

Current Report

This annual report covers compensated OPA that occurred from July 1, 2022 through June 30, 2023.⁴ A total population of 140 administrators (124 deans and 16 certain other full-time faculty administrators) were eligible to report. Of this population, 47

⁴ To view data from the prior reporting year, see Annual Report on Compensated Outside Professional Activities for Reporting Period July 1, 2021 through June 30, 2022 Deans and Certain Other Full-Time Faculty Administrators.

administrators (42 deans and five other faculty administrators), or 34 percent, reported compensated OPA. A total of 112 compensated activities totaling \$1,132,139.47 in cash compensation that occurred over 226 workdays were reported.

All 112 compensated activities during the reporting period are reported by the campuses to be within policy (APM - 025, APM - 671, APM - 240, and APM - 246). This includes OPA earnings thresholds established under APM - 671 for administrators with concurrent appointments in the Health Sciences Compensation Plan.

**Deans and Certain Other Full-Time Faculty Administrators
Grouped By Compensation Range**

Number of Deans and Certain Other Full-Time Faculty Administrators Receiving Compensation	Range (Total Cash Compensation Received by Deans or Certain Other Full-Time Faculty Administrators for Outside Professional Activities) ⁵
5	\$0 to \$999
18	\$1,000-\$4,999
9	\$5,000-\$19,999
9	\$20,000-\$49,999
4	\$50,000-\$99,999
2	Over \$100,000

The median for cash compensated activities was \$2,000. Sixty-seven (67) non-profit and forty-five (45) for-profit organizations were served. Stocks, stock options, and restricted stock units were granted to three individuals.

⁵ For deans and certain faculty administrators with concurrent appointments in the Health Sciences Compensation Plan, OPA earnings thresholds established under APM-671 apply.

The table below tallies the OPA days used for compensated activities involving non-profit versus for-profit organizations without surrendering vacation days and OPA days for which vacation days were surrendered for the 47 deans and certain other full-time faculty administrators reporting compensated OPA for 2022-23. Deans and faculty administrators may select a “zero” entry under “Time Served (Days)” category below if the compensated outside professional activity was conducted during non-University workday hours or was within the course and scope of University employment. Partial days reported were rounded to full days.

**OPA Days Served for Compensated Activities
Non-Profit versus For-Profit**

Type of Organization/ Business	OPA Days Served without surrendering vacation	Vacation Days Surrendered for OPA	Total OPA Days Served
Total Non-Profit	144	7	151
Total For-Profit	83	6	89
Grand Total	227	13	240

This is moderate use of available days. The 47 deans and faculty administrators reported here were entitled by policy to a total of 564 days during which they could have engaged in compensated OPA without surrendering vacation days. Of those 47 deans and faculty administrators, 42 (89 percent) used fewer than 12 workdays for compensated OPA and therefore were not required to surrender vacation days. If all 140 deans and other faculty administrators used the 12-day allotment, there would have been 1,680 workdays during which they could have engaged in compensated OPA.

Outside professional activities contribute to the University’s stated missions of teaching, research, and public service. Compliance with APM - 025, APM - 671, APM - 240, and APM - 246 ensures that such OPA do not conflict with the deans’ and faculty administrators’ primary professional allegiance and commitment to the University. In line with these principles, the attached report ensures accountability and transparency for such outside activities.