

**Annual Report on Compensated Outside Professional Activities for**

**Reporting Period July 1, 2015 through June 30, 2016**

**Deans and Certain Other Full-Time Faculty Administrators**

**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, the Academic Personnel Program governs the reporting.

**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, including Deans and Certain Other Full-Time Faculty Administrators who are not in the Senior Management Group ("SMG").

The purpose of these policies is to provide a framework for ensuring that potential conflicts of commitment are identified and appropriately managed, while providing

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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 academic administrators. In addition to requiring faculty to obtain pre-approval before engaging in activities which could cause the greatest potential for conflict of commitment, another key provision of APM-025 and APM-671 is the requirement that faculty annually report their outside professional activities (“OPA”) to the chancellor. The University is strongly committed to the value of OPA, which helps drive the economic engine of the state, fulfills our commitment to public service, and affords practical experience and knowledge valuable to teaching, research, and creative activity.

### **History**

In November 2009, the Regents approved the deans’ salary structure and transfer of deans from the SMG to the Academic Personnel Program. In accordance with the November 2009 Regents’ Action Item, APM-240, Deans was issued effective January 1, 2010<sup>1</sup>. In May 2010, the Regents approved a corollary action transferring Certain Other Full-Time Faculty Administrator positions from SMG to the Academic Personnel

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<sup>1</sup> Fulltime academic deans, including those holding acting/interim appointments, are governed by APM-240, 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. <http://www.ucop.edu/academic-personnel/files/apm/apm-240.pdf>

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Program<sup>2</sup>. Both the Deans’ policy (AMP-240) and the Certain Other Full-Time Faculty Administrators’ policy (APM-246) require annual reporting of all compensated OPA, mirroring the format required by The Regents for the Senior Management Group.

**Current Report**

This annual report covers compensated OPA actions that occurred from July 1, 2015 through June 30, 2016. During this period, a total of 94 compensated activities occurred. Specifically, 281 compensated days of activities occurred for 38 deans and 4 certain other full-time faculty administrators from a total reporting population of 110 deans and 24 certain other full-time faculty administrators. A total of \$978,559 in cash compensation was reported for all ten campuses.

**Deans and Certain Other Certain 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)
6	\$0 to \$999
15	\$1,000-\$4,999
13	\$5,000-\$19,999
3	\$20,000-\$49,999
1	\$50,000-\$99,999
4	Over \$100,000

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<sup>2</sup> See APM - 246. [http://www.ucop.edu/academic-personnel/\\_files/apm/apm-246.pdf](http://www.ucop.edu/academic-personnel/_files/apm/apm-246.pdf)

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The median cash compensation for each professional activity was \$1,500 and all 94 compensated activities are within policy. Sixty-three (63) non-profit and thirty-one (31) for-profit organizations were served. Stocks and stock options were granted to two deans, one with a deferred (until June 2017) disbursement value of \$400,000 and one received 50,000 stock shares reported at no current value.

All activity during the reporting period is within policy (APM-025 and APM-671) that encourages professional engagement by faculty administrators. The University is cognizant of the value derived by both faculty and the University from faculty members' engagement in outside professional activities. The University is also mindful of increased responsibilities assumed by faculty appointed to administrative titles. As a condition of employment in the Dean or Certain Other Full-Time Faculty Administrator titles and in recognition of the value of outside professional activities, tempered with the need to balance those activities with administrative duties, policy provides that up to 12 University workdays per fiscal year may be used by the administrator to participate in compensated outside professional activities before deducting from the administrator's vacation leave balance. Any days beyond 12 are taken as vacation days, unless work is performed on nights and weekends.

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The table below tallies the mix of OPA days used without surrendering vacation days and OPA days for which vacation days were surrendered for the 42 Deans and Certain Other Full-Time Faculty Administrators reporting OPA this year.

**Deans and Certain Other Certain Full-Time Faculty Administrators  
 Non-Profit versus For-Profit Activities**

Type of Business	OPA Days Served (without surrendering vacation)	Vacation Days Surrendered for OPA
Total Non-Profit Activities	200	31
Total For-Profit Activities	81	25
Grand Total	281	56

This is moderate use of available days. The 42 Deans and Certain Other Full-Time Faculty Administrators reported here were entitled by policy to a total of 504 days during which they could have engaged in outside professional activities without surrender of vacation days. Of those 42 Deans and Certain Other Full-Time Faculty Administrators, 39 (93%) used fewer than 12 work days. If all 134 Deans and Certain Other Full-Time Faculty Administrators used the 12-day allotment, there would have been 1,608 work days during which they engaged in outside professional activities.

Outside professional activities contribute to fulfilling the University’s stated missions in teaching, research and public service. Compliance with APM-025 and APM-671 ensures that any outside professional activities do not conflict with the faculty administrators’

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primary professional allegiance to the University. In line with these principles, the attached report ensures accountability and transparency for such activities.

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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 thirty-nine (39) days per year; faculty appointed to a full-time fiscal-year appointment may participate in OPA for a maximum of forty-eight (48) days per year. Additional restrictions governing compensated OPA are placed on faculty appointed to a full-time fiscal-year permanent, acting, or interim dean, or faculty administrator title under APM-240, Dean or APM-246, Faculty Administrator, 100% Time. Faculty appointed to full-time administrative positions under these policies may engage in up to twelve (12) workdays per fiscal year compensated OPA but are required to deduct accrued vacation leave for any compensated OPA performed in excess of the twelve (12) workdays until they reach the forty-eight (48) day limit for fiscal-year appointees.
- 2) Full-Time faculty administrators who are appointed to the faculty in general campus schools are subject to APM-025. Full-time faculty administrators who are appointed as faculty in health sciences schools who participate in the Health Sciences Compensation Plan (APM-670) are subject to APM-671.
- 3) Reporting may reflect a "zero" entry under "Time Served (Days)" category below if the compensated outside professional activity was conducted during non-University hours.

<b>Employee Name</b>	<b>Location</b>		<b>Title</b>			<b>Cash Comp</b>	<b>Deferred Comp</b>	<b>Other Comp</b>	<b>Description of Other Comp</b>	<b>Strike Price Per Share (\$)</b>	<b>Comments</b>
<b>Name of Organization (Prof'l Svc Provided for)</b>	<b>Non-Profit=N</b>	<b>Profit=P</b>	<b>Role</b>	<b>Time Served (Days)</b>	<b>Vacation Taken (Days)</b>	<b>(\$)</b>	<b>(\$)</b>	<b>(\$)</b>	<b>Description of Deferred Comp</b>		
<b>Barrett, Kim Elaine</b>											
<b>San Diego</b>											
<b>Dean - Graduate Division</b>											
American Physiological Society	N		Instructor	3	0	\$200					
American Physiological Society	N		Advisory Board Member	3	0	\$200					
University of North Carolina Chapel Hill	N		Chair-Scientific Review Committee	2	0	\$1,500					
The Physiological Society of the UK and Ireland	N		Editor-The Journal of Physiology	4	0	\$6,700					
<b>Bertozzi, Stefano</b>											
<b>Berkeley</b>											
<b>Dean - Public Health</b>											
The Sound Research	P		Consultant	1	0	\$1,000					
Evidence Action	N		Advisory Board Member	1	0	\$3,000					
City University of New York School of Public Health	N		Speaker	1	0	\$500					
Boston University School of Public Health	N		Speaker	1	0	\$2,000					
<b>Chemerinsky, Erwin</b>											
<b>Irvine</b>											
<b>Dean - Law</b>											
BarBri	P		Lecturer	6	6	\$45,000					
<b>Curtis, Jennifer</b>											
<b>Davis</b>											
<b>Dean - College of Engineering</b>											
American Institute of Chemical Engineers	N		Associate Editor	2	0	\$2,400					
<b>Donoghue, Daniel</b>											
<b>San Diego</b>											
<b>Provost - Sixth College</b>											
National Institutes of Health	N		Committee Member	2	0	\$800					
<b>Edleson, Jeffrey</b>											
<b>Berkeley</b>											
<b>Dean - Social Welfare</b>											
University of Minnesota	N		Presenter	1	0	\$50					
Kaiser Permanente	N		Presenter	1	0	\$500					

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<b>Name of Organization (Prof'l Svc Provided for)</b>	<b>Non- Profit=N Profit=P</b>	<b>Role</b>	<b>Time Served (Days)</b>	<b>Vacation Taken (Days)</b>	<b>(\$)</b>	<b>Comp (\$)</b>	<b>of Deferred Comp</b>	<b>(\$)</b>	<b>of Other Comp</b>	<b>Share (\$)</b>		
<b>Flanagan, John</b>			<b>Berkeley</b>			<b>Dean - Optometry</b>						
Carl Zeiss Meditec	P	Consultant	15	3	\$60,000							
Allergan Pharmaceuticals	P	Advisory Board Member	0	0	\$800							
Alcon Pharmaceuticals	P	Advisory Board Member	0	0	\$800							
Inotek Pharmaceuticals	P	Advisory Board Member	0	0	\$800							
SkiVision	P	Speaker	1	1	\$1,500							
West Coast Glaucoma Symposium	P	Speaker	0	0	\$1,500							
<b>Gaines, Steven</b>			<b>Santa Barbara</b>			<b>Dean - Bren School of Environmental Science and Management</b>						
EcoAnalytics	P	Consultant	3	0	\$9,000							
<b>Gilles, J Keith</b>			<b>Berkeley</b>			<b>Dean - Natural Resources</b>						
California State Board of Forestry and Fire Protection	N	Chair	33	21	\$3,300							
<b>Guglielmo, B Joseph</b>			<b>San Francisco</b>			<b>Dean - School of Pharmacy</b>						
Chinese University of Hong Kong, School of Pharmacy	N	Reviewer	5	0	\$1,415							
University of Illinois-Chicago/University of Minnesota/Wayne State University	N	Presenter	1	0	\$1,500							
WilmerHale Law Firm	P	Expert Witness	2	1	\$6,300							
<b>Hellman, Frances</b>			<b>Berkeley</b>			<b>Dean - Mathematics and Physical Sciences</b>						
Lawrence Berkeley National Laboratory	N	Principal Investigator	10	10	\$10,294							
<b>Johnson, Kevin</b>			<b>Davis</b>			<b>Dean - School of Law</b>						
NYU Press	N	Reviewer	1	0	\$300							
Temple University	N	Reviewer	1	0	\$300							
Immigration Blog	N	Reviewer	20	0	\$300						Performed on nights and weekends	
<b>Kamieniecki, Sheldon</b>			<b>Santa Cruz</b>			<b>Dean - Social Sciences</b>						
MIT Press	N	Series book editor	0	0	\$375						Performed on nights and weekends	
<b>Ladusaw, William A</b>			<b>Santa Cruz</b>			<b>Dean - Arts</b>						
University of Connecticut	N	Reviewer	2	0	\$1,000							



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<b>Laferla, Frank</b>			<b>Irvine</b>			<b>Dean - Biological Science</b>								
LEK Consulting	P	Consultant	1	0	\$350									
<b>Larive, Cynthia</b>			<b>Riverside</b>			<b>Acting/Interim Dean - College of Natural and Agricultural Sciences</b>								
American Chemical Society	N	Associate Editor	3	0	\$14,400									
<b>Lyons, Richard</b>			<b>Berkeley</b>			<b>Dean - Haas School of Business</b>								
Matthew Asia Funds	P	Trustee	7	7	\$162,000									
Syntax LLC	P	Consultant	1	1	\$5,000									
Analysis Group	P	Consultant	1	1	\$5,000									
<b>Maurer, Bill</b>			<b>Irvine</b>			<b>Dean - Social Science</b>								
Microsoft Research	P	Consultant	5	0	\$2,500									
<b>McGinnis, William</b>			<b>San Diego</b>			<b>Dean - Biological Science</b>								
University of Toronto	N	Advisor/Reviewer	2	0	\$1,000									
<b>Meza, Juan</b>			<b>Merced</b>			<b>Dean - School of Natural Sciences</b>								
Rice University	N	Reviewer	2	0	\$0						\$317		Travel reimbursement	
Statistical and Applied Mathematics Sciences Institute	N	Workshop Attendee	2	0	\$0						\$318		Travel reimbursement	
Fields Institute, Math Institute	N	Presenter	3	0	\$0						\$379		Travel reimbursement	
<b>Mnookin, Jennifer</b>			<b>Los Angeles</b>			<b>Dean - School of Law</b>								
Chapman University Dale E. Fowler School of Law	N	Speaker	1	0	\$1,000									
<b>Mohapatra, Prasant</b>			<b>Davis</b>			<b>Dean - Graduate Studies</b>								
Thomson Reuters	N	Expert Witness	5	0	\$5,000									
<b>Murthy, Jayathi</b>			<b>Los Angeles</b>			<b>Dean - Henry Samueli School of Engineering and Applied Science</b>								
Lawrence Livermore National Laboratory	N	Member, Review Committee	3	0	\$6,610									

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<b>Name of Organization</b> <b>(Prof'l Svc Provided for)</b>	<b>Non-</b> <b>Profit=N</b> <b>Profit=P</b>	<b>Role</b>	<b>(Days)</b>	<b>(Days)</b>	<b>(Days)</b>	<b>(Days)</b>	<b>(Days)</b>	<b>(Days)</b>	<b>(Days)</b>	<b>(Days)</b>	<b>(Days)</b>	<b>(Days)</b>	<b>(Days)</b>
<b>Olian, Judy</b>													
<b>Los Angeles</b>													
<b>Dean - Anderson School of Management</b>													
Los Angeles Anderson Executive Education (EDGE)	N	Instructor	1	0	\$1,500								
Los Angeles Anderson Executive Education (W50)	N	Instructor	1	0	\$1,500								
Merrill Lynch Women's Connection Summit	P	Panelist	1	0	\$0				\$2,500				Donated to charity of Dean Olian's choosing. Dean Olian chose UCLA Anderson global immersion fund
Ares Management	P	Public Board Member	2	0	\$100,000								Cash compensation for serving as board member
United Therapeutics	P	Public Board Member	3	2	\$63,750						Deferred stock value of \$400,000 to be distributed June 2017		No current value of stock price per share. Number of shares will be determined upon disbursement and will total \$400,000. Cash compensation is separate from disbursement of stocks.
<b>Rousseve, David</b>													
<b>Los Angeles</b>													
<b>Interim Dean - School of the Arts and Architecture</b>													
John Simon Guggenheim Memorial Foundation	N	Fellowship Panelist	3	0	\$1,000								
<b>Sastry, S Shankar</b>													
<b>Berkeley</b>													
<b>Dean - Engineering</b>													
C3 Carbon, LLC	P	Board Member	3	0	\$0					Stock options	50,000 stock shares @ no current value		
HCL Technologies Limited	P	Board Member	5	0	\$114,000								
Interwest Partners	P	Scientific Advisory Board Member	0	0	\$15,000								Occasional phone calls
Eriksholm, Otticon, LLC	P	Scientific Advisory Board Member	3	0	\$3,000								
Lockheed Martin	P	Technical Advisory Board Member	1	0	\$2,000								
<b>Schaberg, David</b>													
<b>Los Angeles</b>													
<b>Dean - Division of Humanities</b>													
University of Kentucky-Confucius Institute	N	Speaker	1	0	\$1,400								Lecture
<b>Smith, Thomas</b>													
<b>Riverside</b>													
<b>Dean - Graduate School of Education</b>													
Harvard Education Press	N	Reviewer	1	0	\$200								
SRI International	N	Consultant	4	0	\$6,000								
Spencer Foundation	N	Reviewer	1	0	\$500								
University of Washington	N	Consultant	2	0	\$2,000								
<b>Sork, Victoria</b>													
<b>Los Angeles</b>													
<b>Dean - Division of Life Sciences</b>													
Molecular Ecology	N	Editor	10	0	\$3,500								
UC Merced	N	Reviewer	2	0	\$1,000								
<b>Spangenberg, Eric</b>													
<b>Irvine</b>													
<b>Dean - Business</b>													
Merage Family Foundation	N	Consultant	2	0	\$20,000								
Beall Family Foundation	N	Consultant	2	0	\$25,000								

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<b>Name of Organization (Prof'l Svc Provided for)</b>	<b>Non- Profit=N Profit=P</b>	<b>Role</b>	<b>Time Served (Days)</b>	<b>Vacation Taken (Days)</b>	<b>Cash Comp (\$)</b>	<b>Deferred Comp (\$)</b>	<b>Description of Deferred Comp</b>	<b>Other Comp (\$)</b>	<b>Description of Other Comp</b>	<b>Strike Price Per Share (\$)</b>	<b>Comments</b>
<b>Stern, Hal</b>											
<b>Irvine</b>		<b>Dean - Information and Computer Science</b>									
University of Pennsylvania	N	Reviewer	2	0	\$1,000						
<b>Stevens, Ann</b>											
<b>Davis</b>		<b>Interim Dean - Graduate School of Management</b>									
GSM Executive Education (for CalPERS)	N	Presenter	3	0	\$10,000						
<b>Stovall, Tyler</b>											
<b>UCSC</b>		<b>Dean - Humanities</b>									
New York University	N	Lecture	2	0	\$250						
University of Hawai'i at Manoa	N	Reviewer	5	0	\$2,000						
<b>Suarez-Orozco, Marcelo</b>											
<b>Los Angeles</b>		<b>Dean - Graduate School of Education &amp; Information Studies</b>									
CSU Northridge	N	Speaker	1	0	\$1,500						
UC Irvine	N	Speaker	2	0	\$1,500						
National Academy of Education	N	Editor	1	0	\$500						
University of Hawai'i at Manoa	N	Speaker	2	0	\$2,500						
University of Pennsylvania	N	Speaker	2	0	\$400						
<b>Sullivan, Robert</b>											
<b>San Diego</b>		<b>Dean - School of Management</b>									
American Assets Trust	P	Director	3	0	\$69,500						
CUBIC	P	Director	8	0	\$105,597						
<b>Thomas, Carolyn</b>											
<b>Davis</b>		<b>Vice Provost and Dean - Undergraduate Education</b>									
Oregon State University	N	Reviewer	3	0	\$2,500						

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<b>Uhrich, Kathryn</b>			<b>Riverside</b>			<b>Dean - College of Natural and Agricultural Sciences</b>								
Journal of Bioactive & Compatible Polymers	P	Editor-in-Chief				6	3	\$15,975						
University of Delaware (NIH COBRE)	N	Reviewer				2	0	\$800						
ANR Grant (France)	N	Reviewer				1	0	\$159						
University of Sydney	N	Reviewer				1	0	\$340						
<b>Vlahov, David</b>			<b>San Francisco</b>			<b>Dean - School of Nursing</b>								
Journal of Urban Health	N	Editor				9	0	\$25,000						
<b>Wasserman, Edward</b>			<b>Berkeley</b>			<b>Dean - Journalism</b>								
McClatchy Newspapers	P	Writer				0	0	\$1,750						Regular Op-Ed Columns. Evenings and weekends
Wiley Blackwell	P	Reviewer				1	0	\$200						
<b>Young, Heather</b>			<b>Davis</b>			<b>Dean - School of Nursing</b>								
Patient Centered Outcomes Research Institute (PCORI)	N	Reviewer				0	0	\$250						Fee paid for being available as a reviewer
Loma Linda University	N	Speaker				1	0	\$2,000						
American Association of Diabetes Educators	N	Presenter				1	0	\$1,500						
Patient Centered Outcomes Research Institute (PCORI)	N	Reviewer				2	0	\$400						
Sanford Center for Aging, University of Nevada, Reno	N	Speaker				1	0	\$1,000						
National Hartford Center of Gerontological Nursing Excellence	N	Speaker				2	0	\$500						
Penn State	N	Speaker				1	0	\$1,000						
<b>Yu, Paul</b>			<b>San Diego</b>			<b>Provost - Revelle College</b>								
Research Grants Council Hong Kong	N	Panel Chair				9	0	\$2,000						
<b>Zatz, Marjorie</b>			<b>Merced</b>			<b>Vice Provost and Dean - Graduate Education</b>								
National Science Foundation	N	Reviewer				2	0	\$400						
University of California Press	P	Author				2	0	\$184						
Quid Pro Publishers*	P	Author				0	0	\$46						Book Royalties
Oxford University Press*	P	Author				0	0	\$263						Book Royalties

\*Activity is not subject to OPA but are being included in report because Zatz reported these activities in prior years.