

**Annual Report on Compensated Outside Professional Activities
for Reporting Period July 1, 2020 through June 30, 2021
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 and not members of the Senior Management Group (SMG), the Academic Personnel Program governs the reporting.

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, 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 of University employment and are unlikely to raise conflict of commitment issues with

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>

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;
- Fiscal-year deans and full-time faculty administrators may engage in a maximum of 48 calendar days of compensated and uncompensated OPA per fiscal year of which up to 12 University workdays may be used for compensated OPA before deducting from vacation leave balances. Any workdays devoted to compensated Category I and II OPA beyond 12 must be taken as vacation days, unless work is performed during non-University hours.

Current Report

This annual report covers compensated OPA that occurred from July 1, 2020 through June 30, 2021. A total population of 131 administrators (114 deans and 17 certain other full-time faculty administrators) were eligible to report. Of this population, 40 administrators (36 deans and four other faculty administrators), or 31 percent, reported compensated OPA. A total of 62 compensated activities totaling \$2,342,135 in cash

compensation that occurred over 189 work days were reported.⁴

All 62 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.

⁴ The total cash compensation amount for reporting period 2020-21 is larger than that reported for 2019-20 due to one reported high dollar amount Category III activity. Approximately one half of this amount was gross income to an S corporation. See attached report for details.

**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
10	\$1,000-\$4,999
13	\$5,000-\$19,999
8	\$20,000-\$49,999
1	\$50,000-\$99,999
3	Over \$100,000

The median cash compensation for each professional activity was \$5,000. Thirty-two (32) non-profit and thirty (30) for-profit organizations were served. Stocks, stock options, and restricted stock units were granted to two individuals.

The table below tallies the OPA days used without surrendering vacation days and OPA days for which vacation days were surrendered for the 40 deans and certain other full-time faculty administrators reporting compensated OPA for 2020-21. 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 up to full days.

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

Type of Organization/ Business	OPA Days Served without surrendering vacation	Vacation Days Surrendered for OPA	Total OPA Days Served
Total Non-Profit	83	0	83
Total For-Profit	106	6	112
Grand Total	189	6	195

This is moderate use of available days. The 40 deans and faculty administrators reported here were entitled by policy to a total of 480 days during which they could have engaged in compensated OPA without surrendering vacation days. Of those 40 deans and faculty administrators, 39 (98 percent) used fewer than 12 workdays for compensated OPA and therefore were not required to surrender vacation days. If all 131

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

deans and other faculty administrators used the 12-day allotment, there would have been 1,572 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.

Annual Report on Compensated Outside Professional Activities
Reporting Period: July 1, 2020 to June 30, 2021
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.

Annual Report on Compensated Outside Professional Activities
Reporting Period: July 1, 2020 to June 30, 2021
Deans and Certain Other Full-Time Faculty Administrators

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
ALDANA, GERARDO V.	UCSB	DEAN, COLLEGE OF CREATIVE STUDIES	The Walt Disney Studios	P	Consultant	10	0	\$4,000						
ANDERSON, CHERYL	UCSD	DEAN, HERBERT WERTHEIM SCHOOL OF PUBLIC HEALTH AND HUMAN LONGEVITY SCIENCE	Weight Watchers (WW)	P	Consultant	4	0	\$15,000						Science Advisory Board.
ANDERSON, CHERYL	UCSD	DEAN, HERBERT WERTHEIM SCHOOL OF PUBLIC HEALTH AND HUMAN LONGEVITY SCIENCE	McCormick Science Foundation	p	Consultant	1	0	\$8,000						Science Advisory Board.
ANTONY, JAMES	UCSD	DEAN, GRADUATE DIVISION	University of Washington	N	Presenter	1	0	\$3,500						Honoraria/Intercollegiate Athletics Leadership Workshop.
ANTONY, JAMES	UCSD	DEAN, GRADUATE DIVISION	Harvard College	N	Presenter	1	0	\$2,000						Honoraria/International Academic Program.
ARUM, RICHARD B.	UCI	DEAN, SCHOOL OF EDUCATION	Brookings Institute	N	Author	3	0	\$7,500						
BERNARDO, ANTONIO E.	UCLA	DEAN, ANDERSON GRADUATE SCHOOL OF MANAGEMENT	Salt Lake County - Office of the District Attorney	N	Expert Witness	3	0	\$25,000						
BOTCHAN, MICHAEL R.	UCB	DEAN, DIVISION OF BIOLOGICAL SCIENCES	eLife	N	Reviewing Editor	6	0	\$1,000						eLife is an online open access journal dedicated to Life Sciences.
BOTCHAN, MICHAEL R.	UCB	DEAN, DIVISION OF BIOLOGICAL SCIENCES	Biogen	P	Outside consultant/expert witness	2	0	\$15,000						
BRADY, HENRY E.	UCB	DEAN, GOLDMAN SCHOOL OF PUBLIC POLICY	California Science and Technology University	P	Speaker	1	0	\$4,000						Gave lectures on data sciences.
BROOKMEYER, RONALD S.	UCLA	DEAN, FIELDING SCHOOL OF PUBLIC HEALTH	Mayo Clinic	N	Committee Member	1	0	\$1,000						Study of Aging External Advisory Committee.
CHAKRABARTI, VISHAAN	UCB	DEAN, COLLEGE OF ENVIRONMENTAL DESIGN	Practice for Architecture and Urbanism, DPC	P	Founder	12	0	\$229,973						
CHAKRABARTI, VISHAAN	UCB	DEAN, COLLEGE OF ENVIRONMENTAL DESIGN	Practice for Architecture and Urbanism, DPC	P	Creative Director	0	0	\$1,149,867						The design work performed as Creative Director is a Category III activity, within the course and scope of University employment. Professors of Architecture are expected, as part of their appointment, to engage in design work, just as Professors of Creative Writing or Art might engage in novel writing and painting. The firm is an S Corporation; hence, profits that might seem to be realized at one point in time may change if subsequent costs within the firm's fiscal year are realized. Since the firm operates on a fiscal year and the University OPA reporting operates on an academic year, the profit report is difficult to align, and therefore, caution is necessary when seeking to infer Dean Chakrabarti's income from the outside activity. Since Dean Chakrabarti engaged in this work as a Creative Director as part of his job as a Professor of Architecture, the time spent on this activity did not count towards his maximum OPA days.
CHAYES, JENNIFER TOUR	UCB	DEAN, SCHOOL OF INFORMATION AND ASSOCIATE PROVOST, COMPUTING, DATA SCIENCES AND SOCIETY	Howard Hughes Institute	N	Board Member	2	0	\$8,000						Janelia Research Campus Advisory Board.
CHEMERINSKY, ERWIN	UCB	DEAN, SCHOOL OF LAW	BarBri	P	Consultant	1	0	\$10,000						
CHRISTIE, CHRISTINA A.	UCLA	DEAN, GRADUATE SCHOOL OF EDUCATION AND INFORMATION STUDIES	Claremont Graduate University	N	Professional Development Instructor	6	0	\$2,000						Providing a workshop.
CLARK, DOUGLAS S.	UCB	DEAN, COLLEGE OF CHEMISTRY	Finnegan, Henderson, Farabow, Garrett & Dunner, LLP	P	Expert witness	18	6	\$71,500						Fermentation and dairy products cases on behalf of Danisco.
CROOMS, LISA ORDONEZ	UCSD	DEAN, RADY SCHOOL OF MANAGEMENT	CA Attorney General	N	Expert Witness	5	0	\$400						
FAN, CHI-FUN CINDY	UCLA	VICE PROVOST, INTERNATIONAL INSTITUTE	University Grants Committee of Hong Kong	N	Chair	5	0	\$14,058						Grants Committee - Review Panels.
FAN, CHI-FUN CINDY	UCLA	VICE PROVOST, INTERNATIONAL INSTITUTE	University Grants Committee of Hong Kong	N	Reviewer	4	0	\$11,501						Grants Committee Reviewer. Reviewed publications for the Research Assessment Exercise (RAE).
FAN, CHI-FUN CINDY	UCLA	VICE PROVOST, INTERNATIONAL INSTITUTE	Hong Kong University	N	Presenter	0	0	\$205						Research Seminar Series in Urban China Studies.

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FLANAGAN, JOHN	UCB	DEAN, SCHOOL OF OPTOMETRY	Carl Zeiss Meditec	P	Consultant	5	0	\$30,000						
GALVAN, ADRIANA	UCLA	DEAN, UNDERGRADUATE EDUCATION	Committee for Public Counsel Services	N	Consultant	5	0	\$7,800						
GALVAN, ADRIANA	UCLA	DEAN, UNDERGRADUATE EDUCATION	New Venture Fund	N	Consultant	1	0	\$5,000						
GARCIA-GARIBAY, MIGUEL A.	UCLA	DEAN, DIVISION OF PHYSICAL SCIENCES	National Science Foundation	N	Consultant	1	0	\$200						Advisory Committee for Mathematical and Physical Sciences.
GARFIN, STEVEN	UCSD	INTERIM DEAN, SCHOOL OF MEDICINE	OrthoFix Medical	P	Consultant	1	0	\$1,600						Clinical Events Committee.
GARFIN, STEVEN	UCSD	INTERIM DEAN, SCHOOL OF MEDICINE	PrinterPrezz	P	Board Member	1	0	\$0				\$0.01	150,000 shares	
GARFIN, STEVEN	UCSD	INTERIM DEAN, SCHOOL OF MEDICINE	PrinterPrezz	P	Consultant	1	0	\$3,000						Clinical Use Advisory Board.
GARFIN, STEVEN	UCSD	INTERIM DEAN, SCHOOL OF MEDICINE	Relievent	P	Consultant	0	0	\$800						Clinical Trial National PI.
GARFIN, STEVEN	UCSD	INTERIM DEAN, SCHOOL OF MEDICINE	SeaSpine	P	Board Member	2	0	\$9,000						Scientific Advisory Board.
GILLISS, CATHERINE	UCSF	DEAN, SCHOOL OF NURSING	CHIMERIX	P	Board Member	3	0	\$45,000						
GILLISS, CATHERINE	UCSF	DEAN, SCHOOL OF NURSING	John Hopkins-Som External Advisory Board	N	Consultant	1	0	\$1,000						
HUNT, DARNELL MONTEZ	UCLA	DEAN, DIVISION OF SOCIAL SCIENCES	Jewish Family Services	N	Consultant	1	0	\$4,000						Consultant to Board of Directors on African Americans and history of race in America.
HUNT, DARNELL MONTEZ	UCLA	DEAN, DIVISION OF SOCIAL SCIENCES	Boston University	N	Consultant	3	0	\$9,100						Consultant to Board of Trustees on African Americans and history of race in America.
HUNT, DARNELL MONTEZ	UCLA	DEAN, DIVISION OF SOCIAL SCIENCES	DreamWorks Animation - Film and Television	P	Consultant	7	0	\$19,075						Consultant on television and film scripts and screenings regarding diverse characters and stereotypes.
KASS, PHILIP H.	UCD	VICE PROVOST FOR ACADEMIC AFFAIRS	Nutramax	P	Expert review of scientific studies for Nutramax	2	0	\$5,000						
KOCH, PAUL L.	UCSC	DEAN, DIVISION OF PHYSICAL AND BIOLOGICAL SCIENCES	Annual Reviews	N	Reviewer	2	0	\$500						Attended virtual meeting and completed manuscript review.
KREBSBACH, PAUL H.	UCLA	DEAN, SCHOOL OF DENTISTRY	University of Minnesota	N	Committee Member	2	0	\$500						Member of the external advisory committee to review training grant for DDS/PhD students.
LAFERLA, FRANK M.	UCI	DEAN, SCHOOL OF BIOLOGICAL SCIENCES	BioNauts	P	Consultant	1	0	\$950						Consulting
LIU, TSU-JAE KING	UCB	DEAN, COLLEGE OF ENGINEERING	MaxLinear, Inc.	P	Board member	2	0	\$12,778	\$398,106				Restricted stock units (RSUs) subject to time-based vesting.	RSUs granted on March 30-31, 2021 with a target value on the grant date of \$398,105.90, consisting of the following: (1) an annual award of 524 time-based RSUs: these RSUs vested in full on May 1, 2021; (2) a full-time initial award of 5,802 shares, which vests in three equal installments on each anniversary of the date of the grant (which occurred on March 30-31, 2021); and (3) an annual award of 5,944 shares which vest on the earlier to occur of May 1, 2022 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.
LIU, TSU-JAE KING	UCB	DEAN, COLLEGE OF ENGINEERING	Intel Corporation	P	Member, Board of Directors	6	0	\$116,250	\$220,000				Restricted stock units (RSUs) subject to time-based vesting.	RSUs granted on May 13, 2021 with a target value on the grant date of approximately \$220,000 consisting of 3,720 RSUs; these RSUs vest 100% in year 1 on May 13, 2022. These RSUs do not have a strike price. In addition, Intel made a matching charitable contribution on behalf of Dr. Liu in the sum of \$1,000.
LU, MICHAEL C.	UCB	DEAN, SCHOOL OF PUBLIC HEALTH	Stanford University School of Medicine	N	Speaker	1	0	\$1,000						Gave Grand Round.
LYNCH, CHRISTOPHER	UCR	DEAN, BOURNS COLLEGE OF ENGINEERING	HRL	P	Consultant	1	0	\$3,000						
LYNCH, CHRISTOPHER	UCR	DEAN, BOURNS COLLEGE OF ENGINEERING	IOP Publishing	P	Editor	5	0	\$4,500						
MARTIN, KELSEY C.	UCLA	DEAN, SCHOOL OF MEDICINE	McKnight Foundation	N	Board Member	2	0	\$5,000						
MARTIN, KELSEY C.	UCLA	DEAN, SCHOOL OF MEDICINE	Burroughs Wellcome Fund	N	Board Member	3	0	\$10,000						

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MARTIN, KELSEY C.	UCLA	DEAN, SCHOOL OF MEDICINE	Lodish Textbook - Macmillan Publishers	P	Co-Author	2	0	\$4,000						Royalties.
MAURER, WILLIAM M.	UCI	DEAN, SCHOOL OF SOCIAL SCIENCES	State National Client Advisory Council	P	Advisor	1	0	\$3,500						State National CAC 3Q meeting honorarium.
MURTHY, JAYATHI Y.	UCLA	DEAN, HENRY SAMUELI SCHOOL OF ENGINEERING AND APPLIED SCIENCE	INFOSYS Foundation	N	Member of Jury	4	0	\$8,000						Service on jury of INFOSYS Prize.
MURTHY, JAYATHI Y.	UCLA	DEAN, HENRY SAMUELI SCHOOL OF ENGINEERING AND APPLIED SCIENCE	Hong Kong University of Science and Technology	N	Reviewer	0	0	\$516						Reviewed and provided feedback on the proposals of junior faculty.
SEGURA, GARY M.	UCLA	DEAN, SCHOOL OF PUBLIC AFFAIRS	Pacific Market Research DBA Latino Decisions	P	Co-founder/Co-owner of Division/Consultant	3	0	\$320,000						Political consultancy including research and polling. Time dedicated to activity occurred largely at night and on weekends.
SEGURA, GARY M.	UCLA	DEAN, SCHOOL OF PUBLIC AFFAIRS	BSP Research, LLC	P	Founder/Co-Founder	3	0	\$35,000						
SORK, VICTORIA	UCLA	DEAN, DIVISION OF LIFE SCIENCES	Molecular Ecology Editorial Board	P	Associate Editor	3	0	\$1,000						
STAMOS, MICHAEL J.	UCI	DEAN, SCHOOL OF MEDICINE	Best Doctors	P	Consultant	1	0	\$2,475						
UHRICH, KATHRYN E.	UCR	DEAN, COLLEGE OF NATURAL AND AGRICULTURAL SCIENCES	Sage Publications	P	Editor	7	0	\$10,992						
WARBURTON, EDWARD C.	UCSC	INTERIM DEAN, DIVISION OF ARTS	Teachers College, Columbia University	N	Senior Research Fellow	10	0	\$40,000						
WILLIAMSON, IAN OCLETO	UCI	DEAN, SCHOOL OF BUSINESS	Rutgers University	N	Lecturer	5	0	\$16,300						Guest lecturer in a Singapore EMBA class.
WILLIAMSON, IAN OCLETO	UCI	DEAN, SCHOOL OF BUSINESS	World of Business Ideas	N	Presenter	0	0	\$10,000						WOBI Management Week 2021 Presentation.
WOLF, ALEXANDER L.	UCSC	DEAN, SCHOOL OF ENGINEERING	Research Councils UK	N	Board Member	2	0	\$3,795						
YANG, K. WAYNE	UCSD	PROVOST, JOHN MUIR COLLEGE	Diablo Valley College	N	Coordinator and Moderator of Speaker Series	3	0	\$5,000						
YU, KIT LAI	UCSD	PROVOST, REVELLE COLLEGE	Research Grants Council of Hong Kong	N	Review Panel Chair	0	0	\$1,500						Chaired a review panel on collaborative research proposals from universities.
YU, KIT LAI	UCSD	PROVOST, REVELLE COLLEGE	Research Grants Council of Hong Kong	N	Review Panelist	0	0	\$1,500						Participated in a review panel of research center proposals from universities.