

Annual Report on Compensated Outside Professional Activities
Reporting Period: July 1, 2023 to June 30, 2024
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	2	0	1000						
Adler-Kassner,Linda	UCSB	Associate Vice Chancellor, Teaching and Learning	University of Maryland Baltimore County	N	Program Reviewer	1	0	1000						
Anderson,Cheryl	UCSD	Dean, School of Public Health	McCormick Science Institute	N	Consultant	2	0	7500						Science Advisory Board Member
Anderson,Cheryl	UCSD	Dean, School of Public Health	Weight Watchers	P	Consultant	2	0	15000						Science Advisory Board Member
Atkinson,Peter	UCR	Interim Dean, College of Natural and Agricultural Science	Elsevier Inc.	P	Editor, Scholar	3	0	2000						
Berry,Daina	UCSB	Dean, Division of Humanities and Fine Arts	WW Norton and Company	P	Author	1	0	10000						
Berry,Daina	UCSB	Dean, Division of Humanities and Fine Arts	Eldeman Financial Engines	P	Speaker	0	0	8500						
Berry,Daina	UCSB	Dean, Division of Humanities and Fine Arts	Qualtrics	P	Keynote Speaker	0	0	7500						
Berry,Daina	UCSB	Dean, Division of Humanities and Fine Arts	eBay	P	Keynote Speaker	0	0	5000						
Berry,Daina	UCSB	Dean, Division of Humanities and Fine Arts	Gartner Group	P	Keynote Speaker	0	0	7500						
Berry,Daina	UCSB	Dean, Division of Humanities and Fine Arts	Unitarian Society of Santa Barbara	N	Speaker	0	0	250						
Berry,Daina	UCSB	Dean, Division of Humanities and Fine Arts	Wadsworth Atheneum Museum of Art	N	Speaker	0	0	2000						
Berry,Daina	UCSB	Dean, Division of Humanities and Fine Arts	University of South Carolina	N	Speaker	0	0	7500						
Berry,Daina	UCSB	Dean, Division of Humanities and Fine Arts	American Association for State and Local History	N	Panelist	0	0	500						
Best,Brookie	UCSD	Dean, Skaggs School of Pharmacy and Pharmaceutical Sciences	Easthorn	P	Consultant	1	0	2400						
Best,Brookie	UCSD	Dean, Skaggs School of Pharmacy and Pharmaceutical Sciences	IQVIA	P	Consultant	1	0	1050						
Best,Brookie	UCSD	Dean, Skaggs School of Pharmacy and Pharmaceutical Sciences	PPD	P	Consultant	4	0	9907.5						
Best,Brookie	UCSD	Dean, Skaggs School of Pharmacy and Pharmaceutical Sciences	Syneos Health	P	Consultant	1	0	1750						
Blake,Nicquet	UCSF	Vice Provost, Student Academic Affairs; Dean, Graduate Division	American Society for Microbiology	N	Presenter	0	0	350						Annual Biomedical Research Conference for Minoritized Scientists (ABRCMS)
Cavanagh,Stephen	DVCM	Dean, School Of Nursing	Trade Union University	N	Presenter	1	0	82						
Chatman,Jennifer	UCB	Acting Dean, Haas School of Business	Berkeley Executive Education	P	Instructor	0.5	0	500						Instructor, BEXL Program
Chatman,Jennifer	UCB	Acting Dean, Haas School of Business	Berkeley Executive Education	P	Instructor	2	0	2000						Instructor, CEO Program
Chatman,Jennifer	UCB	Acting Dean, Haas School of Business	Berkeley Executive Education	P	Instructor	2	0	2000						Instructor, LSEC Program
Chatman,Jennifer	UCB	Acting Dean, Haas School of Business	Berkeley Executive Education	P	Instructor	1	0	500						Instructor, NMBC
Chatman,Jennifer	UCB	Acting Dean, Haas School of Business	Berkeley Executive Education	P	Instructor	1	0	500						Instructor, Sony University
Chatman,Jennifer	UCB	Acting Dean, Haas School of Business	Simpson Manufacturing	P	Member, Board of Directors	3	0	50000						
Chayes,Jennifer	UCB	Dean, College of Computing, Data Science, and Society	Howard Hughes Medical Institute	N	Member, Scientific Advisory Board	1	0	8000						Member of Scientific Advisory Board for Janelia Research Station
Chayes,Jennifer	UCB	Dean, College of Computing, Data Science, and Society	Nanfung Pivotal Biosciences	P	Member, Scientific Advisory Board	1	0	5000						
Chemerinsky,Erwin	UCB	Dean, School of Law	Alaska Bar Association	N	Presenter	0	0	2500						
Chemerinsky,Erwin	UCB	Dean, School of Law	BarBri	P	Consultant	1	0	25000						
Chemerinsky,Erwin	UCB	Dean, School of Law	United States District Court Western District, Missouri	N	Presenter	0	0	3000						
Chemerinsky,Erwin	UCB	Dean, School of Law	Nova Southeastern University	N	Speaker, Keynote Address	0	0	5000						
Chemerinsky,Erwin	UCB	Dean, School of Law	Massachusetts Institute of Technology	N	Speaker, Keynote Address	0	0	5000						
Chemerinsky,Erwin	UCB	Dean, School of Law	Missouri Appellate Judges Forum	N	Presenter	0	0	1500						
Chemerinsky,Erwin	UCB	Dean, School of Law	Federal Judicial Center	N	Presenter	1	0	900						
Chemerinsky,Erwin	UCB	Dean, School of Law	Supreme Court of Nevada, Judicial Education Department	N	Presenter	0	0	1000						
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	Xbiotix	P	Consultant	1	0	55000						
Clark,Douglas	UCB	Dean, College of Chemistry	Wiley	P	Editor in Chief	8	0	44000						

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Corsi,Rich	DVCMP	Dean, College of Engineering	Lawrence Livermore National Laboratory	N	Member, External Advisory Board	3	0	4000						
Dawson-Rose,Carol	UCSF	Dean, School of Nursing	CME Outfitters	N	Lecturer	1	0	2500						
Della Coletta,Cristina	UCSD	Dean, Division of Arts and Humanities	University of Toronto Mississauga	N	Recipient	2	0	850						
Dubinett,Steven	UCLA	Dean, David Geffen School of Medicine	University of Colorado	N	Board Member	2	0	2000						External Advisory Board for the Colorado Clinical and Translational Science Institute
Dubinett,Steven	UCLA	Dean, David Geffen School of Medicine	LUNGevity	N	Consultant	1	0	2000						LUNGevity Study Section
Dubinett,Steven	UCLA	Dean, David Geffen School of Medicine	Tufts University	N	Board Member	1	0	2000						External Advisory Committee for the Tufts Clinical and Translational Science Institute
Dubinett,Steven	UCLA	Dean, David Geffen School of Medicine	Indiana University	N	Board Member	1	0	1000						Indiana Clinical and Translational Science Institute Advisory Board meeting
Egerstedt,Magnus	UCI	Dean, School of Engineering	Syntiant Corp.	P	Director/Member, Advisory Board	1	0	0		1,250 shares			4.04 each	Per employment agreement, the exercise price of stock is equal to the fair market value of Company's common stock. This company is not a public company.
Fan,Chi-Fun	UCLA	Vice Provost, International Studies and Global Engagement	Chinese University of Hong Kong	N	Presenter	0	0	385						Presenter at the Department of Sociology
Fan,Chi-Fun	UCLA	Vice Provost, International Studies and Global Engagement	City University of Hong Kong	N	Presenter	0	0	190.93						Keynote presenter at conference
Fan,Chi-Fun	UCLA	Vice Provost, International Studies and Global Engagement	University Grants Committee of Hong Kong	N	Chair	1	0	1084.44						Grants Committee
Flanagan,John	UCB	Dean, Herbert Wertheim School of Optometry & Vision Science	Topcon HealthCare	P	Consultant	6	0	13500						
Gaensler,Bryan	UCSC	Dean, Division of Physical and Biological Sciences	Go Button Media	P	Consultant	8	0	500						
Galvan,Adriana	UCLA	Dean, Undergraduate Education	King and Spalding	P	Consultant	1	0	1000						
Galvan,Adriana	UCLA	Dean, Undergraduate Education	National Institute of Health	N	Grant Reviewer	3	0	500						
Garfin,Steven	UCSD	Interim Dean, School of Medicine	Orthofix	P	Consultant	1	0	1200						Clinical events committee
Giacomini,Kathy	UCSF	Dean, School of Pharmacy	Apricity Therapeutics, Inc.	P	Consulting	0	0	21000						
Gilliss,Catherine	UCSF	Dean, School of Nursing	Chimerix	P	Board member	1	0	23000						Assuming an executive or managerial position outside of the University (Cat. 1) Consulting for non-profit health or education-related organization
Guyer,Sara	UCB	Dean, Division of Arts & Humanities, College of Letters and Science	University of Utah	P	Outside Reviewer	2	0	6000						
Hayes,Gillian	UCI	Vice Provost and Dean, Graduate Division	Georgia Institute of Technology	N	Recipient	1	0	1000						
Hayes,Gillian	UCI	Vice Provost and Dean, Graduate Division	Virginia Tech	N	Recipient	1	0	1000						
Johnson,Tracy	UCLA	Dean, Division of Life Sciences	American Society of Microbiology (ASM)	N	Board Member	3	0	1000						Advisory Board Member, oversees the Annual Biomedical Research Conference for Minority Scientists
Johnson,Tracy	UCLA	Dean, Division of Life Sciences	Columbia University Vagelos College of Physicians and Surgeons	N	Presenter	2	0	1500						presented for the John Lindenbaum Memorial Lecture Series
Johnson,Tracy	UCLA	Dean, Division of Life Sciences	Howard Hughes Medical Institute	N	Committee Member	3	0	1000						HHMI Professors Executive Committee, provided guidance and leadership to Society of Professors.
Johnson,Tracy	UCLA	Dean, Division of Life Sciences	UMass Chan Medical School	N	Presenter	1	0	500						Gave a keynote talk at RNA Therapeutics conference
Kahn,Steven	UCB	Dean, Division of Mathematical and Physical Sciences, College of Letters and Science	Simons Foundation	N	External Advisory Committee Member	2	0	2000						Member, External Advisory Committee for the Simons Observatory
Kahn,Steven	UCB	Dean, Division of Mathematical and Physical Sciences, College of Letters and Science	National Science Foundation	N	Reviewer	2	0	1000						Review of major research infrastructure projects
Kass,Philip	DVCMP	Vice Provost, Academic Affairs	Elsevier Inc.	P	Editor	13	1	1000						Associate Editor, Preventive Veterinary Medicine
Kass,Philip	DVCMP	Vice Provost, Academic Affairs	Elsevier Inc.	P	Editor	4	4	3000						Editor in Chief, Advances in Small Animal Care
Kass,Philip	DVCMP	Vice Provost, Academic Affairs	European Science Foundation	N	Scientific Reviewer	1	1	106						
Lee,Herbie	UCSC	Vice Provost, Academic Affairs	Hong Kong Research Grants Council	N	Reviewer	4	4	370						Reviewed grant proposals
Leinen,Margaret	UCSD	Dean, School of Marine Sciences	Gulf of Mexico Research Initiative	N	Consultant	1	0	6000						
Leinen,Margaret	UCSD	Dean, School of Marine Sciences	Science Philanthropy Alliance	N	Consultant	3	0	25000						

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Liu,Tsu-Jae King	UCB	Dean, College of Engineering	Intel Corporation	P	Member, Board of Directors	7	0	88125	250000	Restricted stock units (RSUs) subject to time-based vesting.				RSUs granted on May 8, 2024 with a target value on the grant date of approximately \$250,000 consisting of 7,403 RSUs; these RSUs vest 100% at the earlier of May 8, 2025 or the date of the 2025 Annual Stockholders' Meeting. These RSUs do not have a strike price.
Liu,Tsu-Jae King	UCB	Dean, College of Engineering	MaxLinear, Incorporated	P	Board Member	6	1	67500	219994.92	Restricted stock units (RSUs) subject to time-based vesting.				RSUs granted on May 23, 2024 with a target value on the grant date of \$219,994.92, consisting of 12,141 RSUs, which vests on the earlier of May 1, 2025 or the date immediately preceding the next annual meeting of stockholders; vesting assumes continued serve on MaxLinear's board of directors. These RSUs do not have a strike price.
Lu,Michael	UCB	Dean, School of Public Health	High Tech Computer Corporation	P	Member, Board of Directors	5	5	250000						
Lynch,Christopher	UCR	Dean, Bourns College of Engineering	Dynasen, Inc	P	Consultant	3	0	800						
Maurer,William	UCI	Dean, School of Social Sciences	Filene Research Institute	N	Presenter	2	0	500						
Maurer,William	UCI	Dean, School of Social Sciences	Princeton University Press	N	Editor	1	0	500						
Maurer,William	UCI	Dean, School of Social Sciences	Rice University	N	Presenter	1	0	500						
Murin,Susan	DVCMP	Interim Dean, School of Medicine	American Board of Internal Medicine	N	Board Member	5	0	4000						
Park,Ah-Hyung	UCLA	Dean, Henry Samueli School of Engineering and Applied Science	Columbia University	N	Adjunct Professor	4	0	4500						Appointment as Adjunct Professor in the Department of Earth and Environmental Engineering at Columbia University (previous institution), to supervise PhD students and postdocs.
Popkin,Lionel	UCLA	Interim Dean, School of the Arts and Architecture	Dance Resource Center	N	Principal Investigator	4	0	12000						Administration of a grant from the Paul Mellon Foundation through the Dance Resource Center LA.
Rodriguez,Louie	UCR	Vice Provost and Dean, Undergraduate Education	Association of Public Land Grant Universities	P	Consultant	1	0	750						
Rodriguez,Louie	UCR	Vice Provost and Dean, Undergraduate Education	Inland Empire Regional K-16 Education Collaborative	N	Reviewer	4	0	2000						
Rodriguez,Louie	UCR	Vice Provost and Dean, Undergraduate Education	Occidental College	N	Reviewer	1	0	300						
Rodriguez,Louie	UCR	Vice Provost and Dean, Undergraduate Education	Orange Coast College	N	Lecturer	1	0	5000						
Sherwood,Timothy	UCSB	Interim Dean, College of Creative Studies	National Science Foundation	N	Reviewer	1	0	400						
Shimizu,Celine	UCSC	Dean, Division of Arts	Santa Barbara Museum of Art	N	Recipient	10	10	1500						
Stamos,Michael	UCI	Dean, School of Medicine	LaFollette Johnson Law Firm	P	Consultant	0	0	3000						
Strempel,Eileen	UCLA	Dean, Herb Alpert School of Music	San Diego State University	N	Reviewer	2	0	500						External Academic Reviewer
Strempel,Eileen	UCLA	Dean, Herb Alpert School of Music	University of North Carolina School for the Arts	N	Reviewer	2	0	6000						External Review Team Member
Uhrich,Kathryn	UCR	Dean, College of Natural and Agricultural Science	Aegros	P	Consultant	1	0	4000						
Uhrich,Kathryn	UCR	Dean, College of Natural and Agricultural Science	Sage Publications	P	Editor	3	0	15000						
Utter,Brian	UCM	Interim Dean, Undergraduate Education	College Board	N	Consultant	28	16	22200						
Waterstone,Michael	UCLA	Dean, School of Law	Barbri	P	Presenter	1	0	6000						Remote bar lectures
Williams,Daryle	UCR	Dean, College of Humanities, Arts and Social Sciences	UC Merced	N	Presenter	1	0	500						
Williams,Daryle	UCR	Dean, College of Humanities, Arts and Social Sciences	UC Merced	N	Presenter	2	0	1000						
Williamson,Ian	UCI	Dean, Paul Merage School of Business	Melbourne Business School	N	Instructor	0	0	10000						
Williamson,Ian	UCI	Dean, Paul Merage School of Business	Rutgers Business School	N	Instructor	0	0	16000						
Williamson,Ian	UCI	Dean, Paul Merage School of Business	Rutgers University	N	Instructor	0	0	16000						
Winey,Mark	DVCMP	Dean, College Biological Sciences	Ohio State University	N	Board Member	2	0	2000						Program Review Board member
Winey,Mark	DVCMP	Dean, College Biological Sciences	National Institutes of Health	N	Board Member	2	0	400						Study Section Board Member
Yu,Paul	UCSD	Provost—Revelle College	Innovation and Technology Council of Hong Kong	N	Board member	2	0	3150						

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Yu,Paul	UCSD	Provost—Revelle College	Research Grants Council of Hong Kong	N	Board member	3	0	4183						
Yu,Paul	UCSD	Provost—Revelle College	Research Grants Council of Hong Kong	N	Board member	4	0	5578						
Yu,Paul	UCSD	Provost—Revelle College	Research Grants Council of Hong Kong	N	Board member	3	0	4183.5						

**Annual Report on Compensated Outside Professional Activities
for Reporting Period July 1, 2023, through June 30, 2024,
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 Manual (APM) 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 Members⁴ (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 OPA 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 academic 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>

⁴ This annual report reflects APM policy in effect during the reporting period of July 1, 2023, through June 30, 2024.

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, which often 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 OPA for up to 39 days per year for academic-year appointees and 48 days per year for fiscal-year appointees;
- Compensated OPA may account for up to 12 university workdays per fiscal year. Use of more than 12 workdays requires use of accrued vacation leave.

Current Report

This annual report covers compensated OPA that occurred from July 1, 2023, through June 30, 2024.⁵ A total population of 140 administrators (130 deans and 10 certain other full-time faculty administrators) were eligible to report. Of this population, 50 administrators (45 deans and five other faculty administrators), or 36 percent, reported compensated OPA. A total of 106 compensated activities totaling \$989,445.37 in cash

⁵ To view data from the prior reporting year, see [Annual Report on Compensated Outside Professional Activities for Reporting Period July 1, 2022, through June 30, 2023, Deans and Certain Other Full-Time Faculty Administrators](#).

compensation that occurred over 231 workdays were reported.

All 106 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)⁶
7	\$0 to \$999
19	\$1,000-\$4,999
11	\$5,000-\$19,999
8	\$20,000-\$49,999
2	\$50,000-\$99,999
3	Over \$100,000

The median for cash compensated activities was \$2,000. Sixty-one (61) non-profit and thirty-five (35) for-profit organizations were served. Stocks, stock options, and restricted stock units were granted to three individuals.

⁶ 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 the OPA days for which vacation days were surrendered, for the 50 deans and certain other full-time faculty administrators reporting compensated OPA for 2023-24. 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	Total OPA Days Served without Surrendering Vacation	Vacation Days Surrendered for OPA	Total OPA Days Served
Non-Profit	100	31	131
For-Profit	89	11	100
Grand Total	189	42	231

The numbers reported in the above table reflect moderate use of available days. The 50 deans and faculty administrators reported here were entitled by policy to a total of 600 days during which they could have engaged in compensated OPA without surrendering vacation days. Of those 50 deans and faculty administrators, 47 (94 percent) used 12 workdays or fewer 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.