

Annual Report on Compensated Outside Professional Activities
Reporting Period: July 1, 2024 to June 30, 2025
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
Ackerly, David	UCB	Dean, Rausser College of Natural Resources	Oak Spring Botanical Garden	N	Member, Fellowship Review Committee	0	0	1,000						
Ackerly, David	UCB	Dean, Rausser College of Natural Resources	Strategic Environmental Research and Development Program	N	Grant Reviewer	1	0	500						
Anderson, Cheryl	UCSD	Dean, School of Public Health	American Diabetes Association	N	Editor	0	0	20,000						
Anderson, Cheryl	UCSD	Dean, School of Public Health	McCormick Science Institute	P	Consultant	3	0	7,500						
Arriola, Leonardo	UCM	Dean, School of Social Sciences, Humanities and Arts	Chr. Michelsen Institute at the University of Bergen, Norway	N	Administrator	13	3	20,000						
Arriola, Leonardo	UCB	Acting Dean, Division of Social Sciences, College of Letters and Science	Chr. Michelsen Institute at the University of Bergen, Norway	N	Principal Investigator	2	0	1,526						Conduct research as a Principal Investigator on a grant funded by the Research Council of Norway
Atekwana, Estella	UCD	Dean, College of Letters and Science	American Geophysical Union	N	Editor	8	0	500						
Atekwana, Estella	UCD	Dean, College of Letters and Science	TFGE Consultants	P	Report Reviewer	1	0	1,750						
Berg, Jessica	UCD	Dean, School of Law	Case Western Reserve University	N	Co-Investigator	3	0	12,855						
Berry, Daina	UCSB	Dean, Division of Humanities and Fine Arts	Avantor Sciences	P	Keynote Speaker	0	0	5,000						
Berry, Daina	UCSB	Dean, Division of Humanities and Fine Arts	Witte Museum, San Antonio, TX	N	Keynote Speaker	0	0	10,000						
Berry, Daina	UCSB	Dean, Division of Humanities and Fine Arts	Edeman Financial Engines	P	Keynote Speaker	0	0	7,500						
Berry, Daina	UCSB	Dean, Division of Humanities and Fine Arts	eBay	P	Keynote Speaker	0	0	10,000						
Berry, Daina	UCSB	Dean, Division of Humanities and Fine Arts	Edeman Financial Engines	P	Keynote Speaker	0	0	5,000						
Berry, Daina	UCSB	Dean, Division of Humanities and Fine Arts	The Pulitzer Prize	N	Juror	1	0	5,000						
Best, Brookie	UCSD	Dean, Skaggs School of Pharmacy and Pharmaceutical Sciences	Hungarotrial	P	Free-lancer	2	0	4,200						
Best, Brookie	UCSD	Dean, Skaggs School of Pharmacy and Pharmaceutical Sciences	IQVIA	P	Free-lancer	1	0	1,050						
Best, Brookie	UCSD	Dean, Skaggs School of Pharmacy and Pharmaceutical Sciences	PPD	P	Free-lancer	1	0	1,200						
Best, Brookie	UCSD	Dean, Skaggs School of Pharmacy and Pharmaceutical Sciences	Syneos Health	P	Free-lancer	2	0	4,400						
Chayes, Jennifer	UCB	Dean, College of Computing, Data Science, and Society	Janelia Research Campus (Howard Hughes Medical Institute)	N	Member, Scientific Advisory Board	1	0	8,000						Scientific Advisory Board Member
Chemerinsky, Erwin	UCB	Dean, School of Law	Barlett Lecture	N	Speaker, United States District Court for the Western District of Missouri	0	0	1,500						
Chemerinsky, Erwin	UCB	Dean, School of Law	University of Tennessee	N	Lecture Speaker	0	0	1,500						
Chemerinsky, Erwin	UCB	Dean, School of Law	University of Miami	N	Lecture Speaker	0	0	1,000						
Chemerinsky, Erwin	UCB	Dean, School of Law	University of Houston	N	Lecture Speaker	0	0	1,000						
Chemerinsky, Erwin	UCB	Dean, School of Law	Pepperdine University	N	Lecture Speaker	0	0	10,000						
Chemerinsky, Erwin	UCB	Dean, School of Law	Suffolk University School of Law	N	Lecture Speaker	0	0	1,000						
Chemerinsky, Erwin	UCB	Dean, School of Law	Federal Judicial Center	N	Lecture Speaker	1	0	3,000						
Chemerinsky, Erwin	UCB	Dean, School of Law	Missouri Court of Appeals	N	Missouri Appellate Judicial Forum	0	0	1,500						
Chemerinsky, Erwin	UCB	Dean, School of Law	Utah Judiciary	N	Presenter, SCOTUS Update	0	0	1,000						
Chemerinsky, Erwin	UCB	Dean, School of Law	Alaska Bar Association	N	Presenter, SCOTUS Update	0	0	3,000						
Clark, Douglas	UCB	Dean, College of Chemistry	Xbiotix	P	Consultant	1	0	30,000						
Clark, Douglas	UCB	Dean, College of Chemistry	Wiley	P	Editor in Chief of Biotechnology and Bioengineering	5	0	44,000						
Clark, Douglas	UCB	Dean, College of Chemistry	Finnegan, Henderson, Farabow, Garrett & Dunner	P	Consultant	6	0	44,000						
Corsi, Rich	UCD	Dean, College of Engineering	Lawrence Livermore National Lab	N	Member of an External Advisory Committee	3	0	4,000						
Dawson-Rose, Carol	UCSF	Dean, School of Nursing	CME Outfitters	N	Lecturer	2	0	3,600						
Dubinnett, Steven	UCLA	Dean, David Geffen School of Medicine	University of Texas Southwestern Medical Center	N	Reviewer	0	0	500						Served as a consultant/reviewer of a renewal application for the Texas lung cancer SPORC grant.
Egerstedt, Magnus	UCI	Dean, School of Engineering	Syntiant Corporation	P	Director	1	0	0			1,250 shares			
Fan, Chi-Fun	UCLA	Vice Provost, International Studies and Global Engagement	International Association for China Planning	N	Keynote Speaker	0	0	690						Keynote speaker at the IACP annual conference.
Fan, Chi-Fun	UCLA	Vice Provost, International Studies and Global Engagement	Chinese University of Hong Kong	N	Reviewer	0	0	100						Reviewed a personnel case.

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Fan, Chi-Fun	UCLA	Vice Provost, International Studies and Global Engagement	Hong Kong - University Grants Committee	N	Reviewer	0	0	193						Reviewed a grant proposal.
Fan, Chi-Fun	UCLA	Vice Provost, International Studies and Global Engagement	University of Hong Kong	N	Reviewer	0	0	385						Reviewed a proposal.
Fan, Chi-Fun	UCLA	Vice Provost, International Studies and Global Engagement	University of Hong Kong	N	Reviewer	0	0	500						Reviewer for the Outstanding Researcher Awards.
Fan, Chi-Fun	UCLA	Vice Provost, International Studies and Global Engagement	University of Hong Kong	N	Speaker	0	0	641						Delivered a talk at a Professional Development Workshop for the Department of Urban Planning and Design at the University of Hong Kong.
Fan, Chi-Fun	UCLA	Vice Provost, International Studies and Global Engagement	University of Hong Kong	N	Speaker	0	0	385						Delivered a research talk at the Social Sciences Colloquium and Research Hub of Population Studies Seminar Series at the University of Hong Kong.
Fan, Chi-Fun	UCLA	Vice Provost, International Studies and Global Engagement	University of Hong Kong	N	Visiting Professor	13	2	6,410						Nominated to visit the University of Hong Kong (HKU) as a Visiting Professor under the Distinguished Social Sciences Scholars Scheme. Gave seminars, explored research collaborations with HKU researchers, and provided advice on research.
Flanagan, John	UCB	Dean, Herbert Wertheim School of Optometry & Vision Science	Topcon HealthCare	P	Consultant	12	0	33,900						
Galvan, Adriana	UCLA	Dean, Undergraduate Education	King and Spaulding	P	Consultant	0	0	70,000						Served as a professional expert in a legal case.
Garfin, Steven	UCSD	Interim Dean, School of Medicine	Amphix bio	P	Consultant	1	0	1,200						
Garfin, Steven	UCSD	Interim Dean, School of Medicine	Globus	P	Presenter	1	0	4,133						
Garfin, Steven	UCSD	Interim Dean, School of Medicine	Theradaptive	P	Consultant	1	0	2,000						
Kass, Philip	UCD	Vice Provost, Academic Affairs	Elsevier Inc	P	Associate Editor	7	0	800						
Kass, Philip	UCD	Vice Provost, Academic Affairs	Elsevier Inc	P	Editor in Chief	3	0	3,000						
Lee, Herbie	UCSC	Vice Provost, Academic Affairs	Hong Kong Research Grant Council	N	Grant Reviewer	2	0	190						
Leinen, Margaret	UCSD	Dean, School of Marine Sciences	Gulf of Mexico Research Initiative	N	Consultant	1	0	12,000						
Leinen, Margaret	UCSD	Dean, School of Marine Sciences	Science Philanthropy Alliance	N	Consultant	3	0	25,000						
Lynch, Christopher	UCR	Dean, Bourns College of Engineering	HRL	P	Consultant	1	0	4,000						Served on a panel.
Mishra, Umesh	UCSB	Dean, College of Engineering	Transphorm	P	Board Member and CTO	10	0	80,000						
Murin, Susan	UCD	Interim Dean, School of Medicine	Christner Associates	P	Liaison Committee on Medical Education mock site visitor	3	0	10,000						
Murin, Susan	UCD	Interim Dean, School of Medicine	American Board of Internal Medicine	N	American Board of Internal Medicine (ABIM) Pulmonary Board Service	5	0	4,000						
Popkin, Lionel	UCLA	Interim Dean, School of the Arts and Architecture	Dance Resource Center	N	Principal Investigator	1	0	12,000						Administration of a grant from the Mellon Foundation through the Dance Resource Center LA.
Popkin, Lionel	UCLA	Interim Dean, School of the Arts and Architecture	University of North Carolina, Greensboro	N	Guest Artist	0	0	150						
Rodriguez, Louie	UCR	Vice Provost and Dean, Undergraduate Education	K-16 Collaborative	N	Recipient	2	0	1,437						Attended monthly meeting to support the organization and grantees.
Smith, Jaymi	UCI	Interim Vice Provost and Interim Dean, Graduate Dean	The Old Globe	N	Lighting Design	6	0	7,243						
Smith, Jaymi	UCI	Interim Vice Provost and Interim Dean, Graduate Dean	Cincinnati Playhouse in the Park	N	Lighting Design	5	0	3,600						
Stamos, Michael	UCI	Dean, School of Medicine	LaFollette Johnson Law Firm	P	Expert Medical Review	0	0	5,367						
Stetter, Mark	UCD	Dean, School of Veterinary Medicine	Zoetis	P	Member, Board of Directors	2	0	16,667	249,909					Restricted stock units (RSUs) subject to time-based vesting
Stetter, Mark	UCD	Dean, School of Veterinary Medicine	Banfield	P	Deans council	1	0	4,000						
Williams, Daryle	UCR	Dean, College of Humanities, Arts and Social Sciences	New York University	N	Recipient	3	0	1,500						
Williams, Daryle	UCR	Dean, College of Humanities, Arts and Social Sciences	University of Kansas	N	Recipient	1	0	1,000						
Williamson, Ian	UCI	Dean, Paul Merage School of Business	Merage Institute	N	Consultant	2	0	60,000						
Williamson, Ian	UCI	Dean, Paul Merage School of Business	Mona School of Business and Management	N	Recipient	1	0	3,500						
Young, Michelle	UCB	Dean, Berkeley School of Education	Policy Association for California Education	N	Board Member	1	0	10,000						
Young, Michelle	UCB	Dean, Berkeley School of Education	Portland State University	N	Consultant	2	0	6,000						

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Yu, Paul	UCSD	Provost—Revelle College	Research Grants Council of Hong Kong	N	Board member	8	0	11,200						
Yu, Paul	UCSD	Provost—Revelle College	Research Grants Council of Hong Kong	N	Board member	4	0	5,075						
Yu, Paul	UCSD	Provost—Revelle College	Research Grants Council of Hong Kong	N	Board member	2	2	4,194						

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for Reporting Period July 1, 2024 through June 30, 2025
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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, 2010.¹ 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 Regents.³

Policy

In accordance with Academic Personnel Policy Section 025, Conflict of Commitment and Outside Activities of Faculty Members and Designated Other Academic Appointees (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 fiscal 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

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>

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.

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 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, 2024, through June 30, 2025.⁴ A total population of 133 administrators (108 deans and 25 certain other full-time faculty administrators) were eligible to report. Of this population, 33 administrators (27 deans and six certain other full-time faculty administrators), or 25

⁴ To view data from the prior reporting year, see [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](#).

percent, reported compensated OPA. A total of 76 compensated activities totaling \$690,041 in cash compensation that occurred over 162 workdays were reported.

All 76 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
3	\$0 to \$999
8	\$1,000-\$4,999
10	\$5,000-\$19,999
8	\$20,000-\$49,999
3	\$50,000-\$99,999
1	Over \$100,000

The median for cash compensated activities was \$4,000. Forty-two (42) non-profit and twenty-five (25) for-profit organizations were served. Stocks, stock options, and restricted stock units were granted to two individuals.

⁵ For deans and certain other full-time 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 33 deans and certain other full-time faculty administrators reporting compensated OPA for 2024-25. Deans and faculty administrators may select a “zero” entry under the “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	90	7	97
For-Profit	65	0	65
Grand Total	155	7	162

The numbers reported in the above table reflect moderate use of available days. The 33 deans and certain other full-time faculty administrators reported here were entitled by policy to a total of 396 days during which they could have engaged in compensated OPA without surrendering vacation days. Of those 33 deans and faculty administrators, 30 (91 percent) used 12 workdays or fewer for compensated OPA and therefore were not required to surrender vacation days. If all 133 deans and certain other full-time faculty administrators used the 12-day allotment, there would have been 1,596 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 certain other full-time 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.