

April 13, 2006

**A MESSAGE TO THE UC COMMUNITY
FROM PRESIDENT ROBERT C. DYNES**

Dear Colleagues:

The Task Force on UC Compensation, Accountability, and Transparency, co-chaired by former Assembly Speaker Robert Hertzberg and Regent Joanne Kozberg, today released its report on the University's compensation policies and practices. The report is very direct about the University's need to make changes, and it sets forth a range of recommendations for improving UC operations and ensuring greater openness and accountability.

The Task Force report, statements from Chairman Parsky and from me, and other materials related to the Task Force's findings can be found at www.universityofcalifornia.edu/news/compensation/taskforce.html.

Since concerns were first raised about UC compensation last fall, we have begun examining our compensation programs with the intent of overhauling them. The Task Force report is a giant step forward in this process; it begins to lay out a road map for the changes we must enact. Over the next few weeks, we will receive further information and guidance from audits conducted by PricewaterhouseCoopers and by the Bureau of State Audits.

Let me assure you that we will use this as an opportunity to revamp our compensation procedures and to fortify this institution. At the same time, we will uphold the University's academic excellence and integrity. We will restore the confidence and pride the citizens of California have had in their University; we will continue to compete for the best faculty and staff; and we will sustain the high quality that has been a UC tradition for nearly a century and a half.

Your continued support and dedication have been a mainstay these past few months. Please know how grateful I am to all members of the UC family. As we carry on this essential work to make the University stronger, I hope you will take time to share your thoughts with me via my "Dynes Desk" Web page at www.universityofcalifornia.edu/president/desk.html.

Sincerely,

Bob Dynes