

Dear Colleague:

In the coming days, the University of California is likely to see renewed focus on its compensation policies. The attention is being driven on two fronts:

- As I noted in my message to you last week, the Board of Regents will meet this week to consider RE-61, which proposes that UC achieve market-competitive salaries for all University employees in the coming years. It also seeks to enhance the Regents' oversight of compensation issues in some important ways.
- The *San Francisco Chronicle* over the last two days has published stories about how employees, especially more highly paid employees, are compensated at UC. While the *Chronicle* omitted or mischaracterized some important facts, the stories also point out the need for us to consider whether we need to improve some of our public disclosure policies and internal practices.

As employees read about and discuss the issues raised by these two events, it is important that everyone understand the broader context of the higher education market within which we operate. To this end, we have constructed a Web site that provides a more complete explanation of these issues, as well as our responses to the *Chronicle* stories. The address for the Web site is

<http://www.universityofcalifornia.edu/news/compensation/welcome.html>

I hope our information on the Web site is useful and, as always, thank you for your ongoing dedication to the University.

Sincerely,

A handwritten signature in black ink, appearing to read "Robert C. Dynes". The signature is fluid and cursive, with a long horizontal stroke at the end.

Robert C. Dynes
President