

**Academic contracts and
management practice in the leading
universities of the USA and Russia
(exemplified by the University of California,
Los Angeles (UCLA, USA) and St. Petersburg
State University (SPbSU, Russia))**

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University of California, Los Angeles





University of California, Los Angeles

<http://www.ucla.edu/>

- Established 1919 (the second UC campus)
- Students: 39,945:
 - Undergraduates 27,941
 - Postgraduates 12,004
- Academic staff 4,016
- Admin. staff 26,139
- Endowment US \$2.59 billion



Saint Petersburg State University

<http://spbu.ru/>

- Established 1724
- Students:
 - Undergraduates 32,448
 - Postgraduates 26,872
- Academic staff 6,000
- Admin. staff 11,854
- Endowment US \$ 32 million



Academic Ranking of World Universities 2013

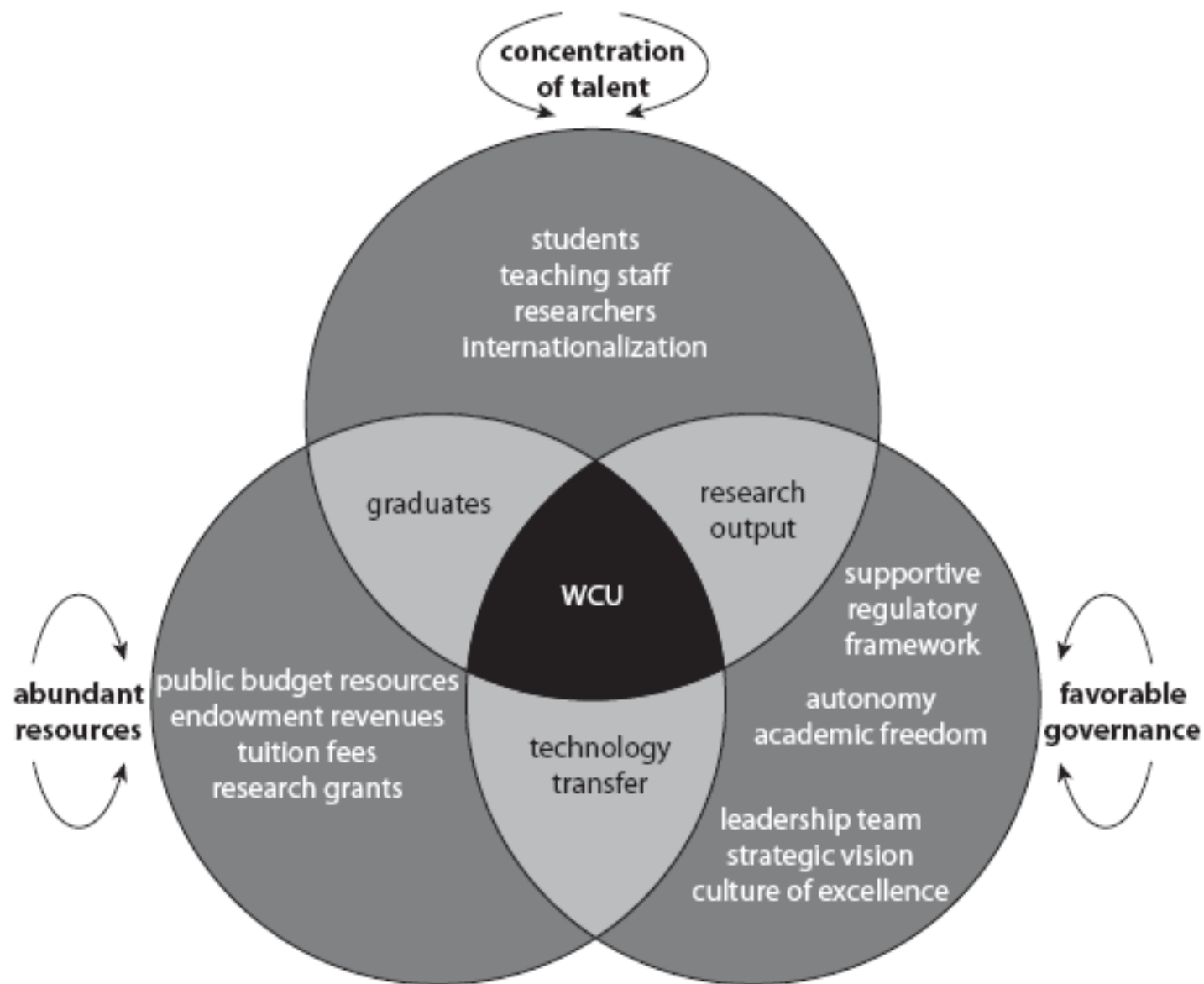
- *University of California, Los Angeles* - 12
- *Saint Petersburg State University* - 301-400



QS World University Rankings 2013

- *University of California, Los Angeles* - 40
- *Saint Petersburg State University* - 240

Figure I.1 Characteristics of a World-Class University: Alignment of Key Factors



Source: Salmi 2009.

Note: WCU = world-class university.



UCLA has

4,000 Faculty Members.

Thirteen Nobel laureates
and One Fields Medal
are associated with UCLA

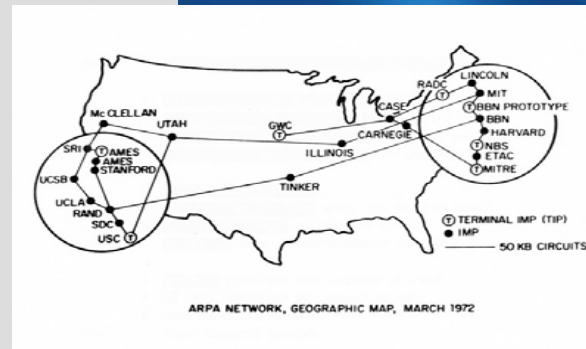


Eight Nobel laureates
and Two Fields Medal
are associated with SPbSU



Internet - 1969

UCLA ENGINEERING
Henry Samueli School of
Engineering and Applied Science
Birthplace of the Internet



- UCLA took the 8th spot among all universities for research spending in the sciences and engineering during the fiscal year 2011, according to a 2012 report by the National Science Foundation — UCLA spent \$982 million, i.e. 18% of the University annual budget



Saint Petersburg State University

In 2012 the amount of research grants received by St. Petersburg State University from the RFBR (the Russian Foundation for Basic Research), the RFH (the Russian Foundation for Humanities), other Russian and foreign foundations totaled to 250 million rubles, i.e. 1.7% of the University annual budget.



Academic contracts:

Regular Professor Series:

Professor

Associate Professor

Assistant Professor

Regular Professor Series

University	Ranks and Steps	Term of Service	Annual salaries	Standard teaching loads per year
UCLA				
Assistant Professor	I - VI	8 year	\$60,000 – 90,000	<i>4 - 5 one-quarter courses</i>
Associate Professor	I - V	Tenure	\$90,000 – 120,000	<i>4 - 5 one-quarter courses</i>
Professor	I – IX	Tenure	\$105,000 - 250,000	<i>4 - 5 one-quarter courses</i>
SPbSU				
Assistant Professor	I - II	1-3-5 years	\$8,000	<i>12 - 15 one-quarter courses</i>
Associate Professor	I - II	1-3-5 years	\$17,000	<i>10 - 12 one-quarter courses</i>
Professor	I - II	1-3-5 years	\$30,000	<i>8 - 10 one-quarter courses</i>



Staff Search Committee

Role of Search Committee

The role of the Search Committee is to search, not to hire. "Search" is an active verb. It requires proactive placement of advertisements, contacts with other institutions, attendance at professional conferences, maintaining contact with potential future candidates and networking with colleagues in order to net the broadest possible pool of job applicants.

- A job vacancy announcement sample:

«Assistant Professor. Salary is \$63,000 and appointments are for three years.

The teaching load is four one-quarter courses per year».

Academic Salary UCLA

- Refer to your campus Academic Personnel Office website for information on specific campus implementation of the university salary and on salary rates for local exclusively represented units.

<http://www.sacbee.com/statepay/>

Professor Andrew Atkeson, Professor of Economics and Finance – \$395,659. (2012).

Professor Adnan Darwiche, Professor of Computer Science - \$188,799. (2012)

Pension Benefits UCLA

Pension Benefits

The University of California Retirement Plan (UCRP) provides pension benefits for more than 56,000 retirees and survivors and has nearly 116,000 active employee members as of July 1, 2011. UCRP's defined-benefit plan promotes recruitment of talented individuals and provides incentives for long careers with UC.

Employee and Retiree Benefits

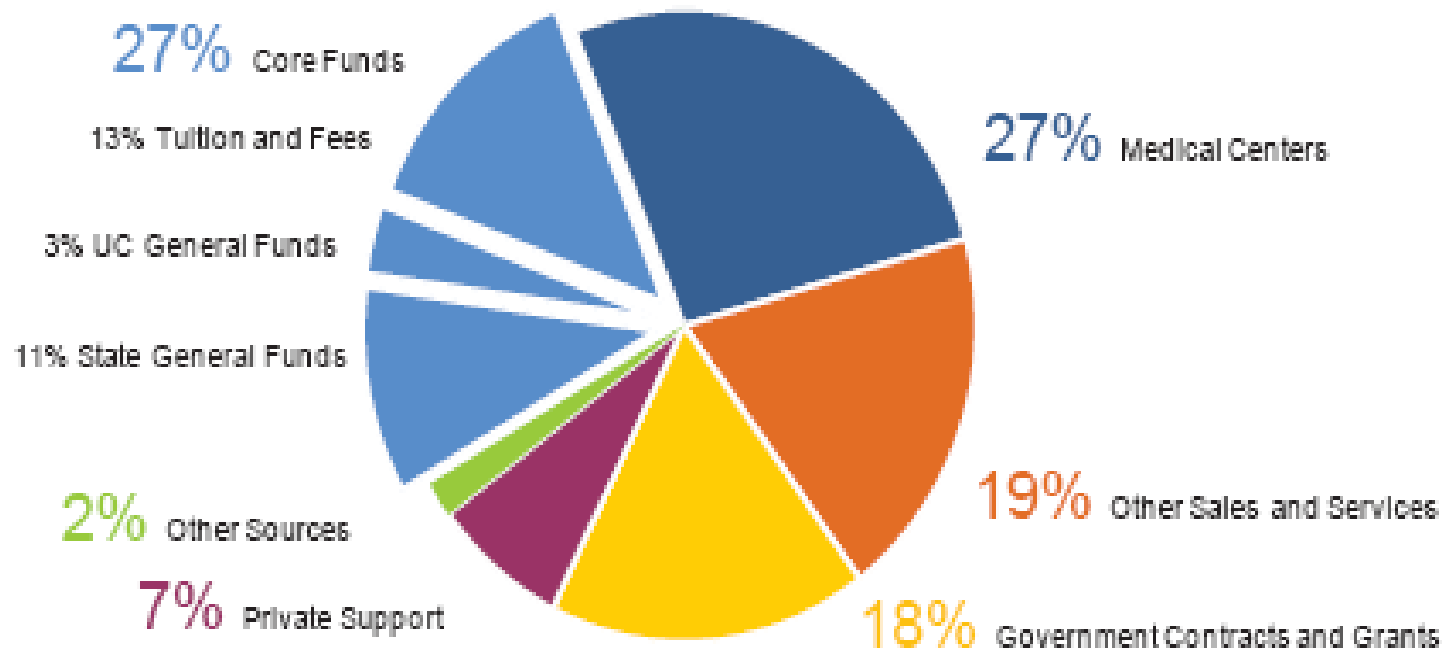
	UCLA	SPbSU
Academic-sabbaticals	1	—
Paternity leave	1	—
Pension Benefits	1	—
Retiree Health Benefits	1	3
Preferential loans for house purchasing	2	—
Paid vacation time (paid time off)	—	1
Professor Emeritus	1	—

1 – general statutory benefit; 2 – incentive benefit for best employees;
3 – benefit does not play an important role; “—” – benefit is not provided.



University of California, Los Angeles

Display 2: 2011-12 Sources of Funds

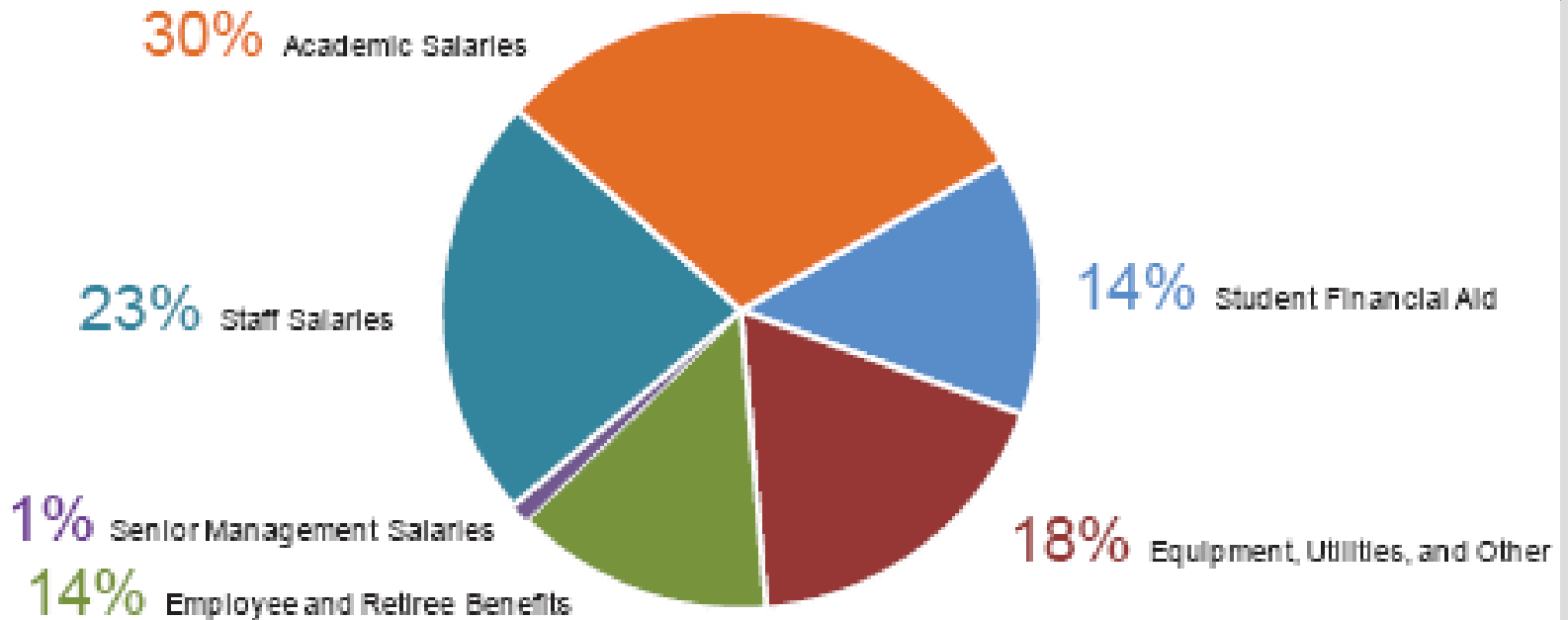


UC's \$22.5 billion operating budget consists of funds from a variety of sources. State support, which helps attract other dollars, remains most crucial.



University of California, Los Angeles

Display 3: 2010-11 Expenditures from Core Funds

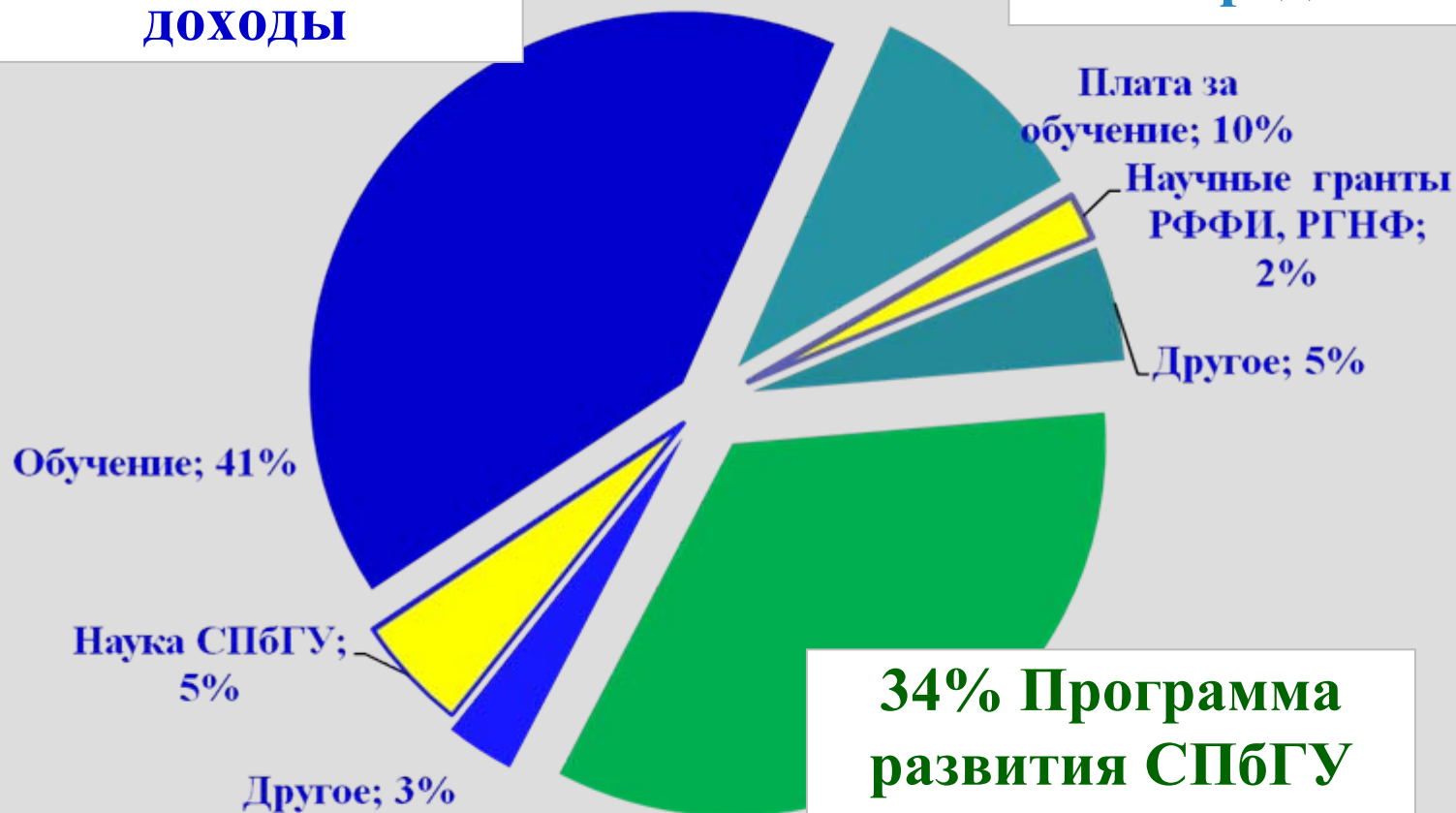


Three-fourths of core funds (State and UC General Funds and student tuition and fees) support personnel through academic, staff, and senior management salaries and employee and retiree benefits.

Budget SPbSU 2012

**49% Бюджетные
доходы**

**17% Внебюджетные
средства**





University of California, Los Angeles

- The University of California is governed by The Regents, a 26-member board, as established under Article IX, Section 9 of the California Constitution.
- The Regents of the UC make up the governing board of the University of California. The Board has 26 full (i.e., voting) members: The majority (18 Regents) are appointed by the Governor of California for 12-year terms. One Student Regent is appointed by the Board for a one-year term. The remaining 7 Regents are ex officio members. They are the Governor, Lieutenant Governor, Speaker of the State Assembly, State Superintendent of Public Instruction, president and vice president of the Alumni Associations of UC, and president of the UC.



Saint Petersburg State University

- In November 2009, Russian President Dmitry Medvedev signed a law granting St. Petersburg State University the special status of "a unique scientific and education complex, an oldest institution of higher education in Russia being of a great importance to the development of the Russian society". The right of giving its own diplomas with the official symbols of the Russian Federation has also been granted to University.

Conclusions

Favorable governance
and an effective system of academic
contracts are prerequisites
for establishing in Russia competitive
world-class universities
and for implementation of the Russian
President's Decree No. 599 of May 7,
2012.



Thank You for Your attention!

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