

School of Pharmacy Compensation Plan Advisory Committee (CPAC) Meeting Minutes
Monday, November 5, 2018
12:00 pm – 1:30 pm
Mission Bay - Mission Hall 1405

Attendees: Tom Kearney (CP - Chair), Rada Savic via Zoom (CP), Ian Seiple (PC), Frank Szoka (BTS), Bani Tamraz (CP) Crystal Zhou via Zoom (CP), Diana Koeplin (DO), Phillip Babcock (VPAA), Michelle King (DO)
Absent: Al Burlingame (PC)

Handouts:

1. SOP Comp Plan Advisory Committee responsibilities with 2018-19 member list
 2. Comp Plan Advisory Com Mtg Minutes May 31, 2018
 3. Comp Plan updates
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AGENDA:

1. **Welcome** - The meeting began at 12:09pm with an introduction of each committee member.
2. **Responsibilities of Advisory Committee (handout #1)**
The committee has 6 members, 2 representatives from each Department, serving for 3 year terms. To the extent possible, members are from each of the series to represent diverse viewpoints. Tom reviewed the Committee's charge and responsibilities which include the following: advising the Dean, Academic Programmatic Unit (APU) assignments, members serve as a conduit to their respective departments, the Committee reviews any conflicts dealing with outside professional activities, the appeals process for faculty that fall out of good standing, and to provide an annual summary to the Dean. In addition, the Committee is the sounding board for FSER report and analysis.
3. **Approval of Minutes from the May 31, 2018 meeting (handout #2)**
Ian moved to approve the meeting minutes, Bani provided the 2nd motion. The meeting minutes were approved without comment. **Action:** The accepted minutes will be posted to the Academic Affairs website. The annual summary report of the committee for FY 2017-2018 will be drafted from the meeting minutes of the November, 2017 & May, 2018 meetings.
4. **Compensation Plan Updates (handout #3)**
Effective July 1, 2018, two changes were made to the Comp Plan:
 - The Extended Illness benefit was increased to provide full salary benefits (X,X'+Y) for 180 days. Previously the benefit provided salary coverage for 90 days at X, X'+Y salary components; then X, X' for a subsequent 90 day period.
 - Due to the expanded benefits provided by the Extended Illness leave, the waiting period for Pharmacy's supplemental disability insurance also changed from 90 days to 180 days. That benefit provides 66 2/3% of the "Y" salary after the Extended Illness benefit is exhausted.Effective July 1, 2019, two clarifications to the Comp Plan are proposed regarding Childbearing Leave and Childrearing Leave.
 - The current comp plan states "Childbearing leave shall consist of time the Plan Participant is temporarily disabled because of pregnancy, childbirth, baby-bonding, or related medical conditions." It is confirmed that Pharmacy's intent is to give a full 12 weeks for childbearing leave which could consist of any period of disability but also extend the benefit to 12 weeks

even if the period of disability was less than 12 weeks. The proposed language removes “baby bonding” as a reason for disability and clarifies that the leave benefit provides 12 weeks, which could include both disability and baby bonding periods.

- Childrearing leave provides 12 weeks of leave at full salary (X, X'+Y) to any non-birth parent who is a Plan Participant. It is confirmed that the intent of Pharmacy is to provide the benefit to any Comp Plan member from the start of the appointment, consistent with Childbearing leave. The proposed language clarifies eligibility to include any Comp Plan member regardless of series or months of service.

The Committee reviewed the proposed language found on handout #3 and voted unanimously in favor of the suggested changes. **Action:** The proposed changes to the Comp Plan will be provided to the Chairs as a recommendation, and for requesting their support before presenting to the Dean for July 1, 2019 implementation.

5. Compensation Plan Video

Per the recommendation of the Advisory Committee, to put forth a multi-media effort to improve the comprehensibility of the Plan, the Compensation Plan Video was created. The video includes key components of the Compensation Plan including membership, benefits, compensation, and outside professional activities. Specific links to each question are provided so that faculty can navigate directly to the questions/answers that they are seeking.

6. Faculty Salary Equity Report for 2018

Each year UCOP requests that all Campuses complete an annual review looking at salary inequities between gender and underrepresented minorities (URM). Tom reviewed a PowerPoint slide deck including the School's Academic Actions, the number of paid faculty, WOS, Volunteers, and Resignations. Last year's action plan includes: a transparent and well-reasoned processes for determining negotiated Y salary; that leadership roles are paid via Z incentive, not within negotiated Y salary; and striving for fair criteria regarding academic advancement and accelerations.

Tom shared the preliminary data showing Campus-wide results: Adjusted Regression analysis Female/Male and URM X+Y Pay Ratio showed an imbalance for females, even after all variables were controlled, females are paid 3% less than males. However, within the School of Pharmacy, the ratio was 1.00 fully adjusted, therefore indicating that no imbalance was present between genders. There is also a slight preference towards URMs at the School-level. At the Department- level the ratios were not statistically significant although Pharm Chem showed a slight preference towards male, and BTS a slight preference towards female. The data regarding Mean, Median, STD Dev, Min, Max for X+Y and Y for all Departments were discussed. Tom noted preferences, and the possible reasons for outliers. Based on his analysis, Tom has picked out matched pairs for each rank/series that had the greatest disparity and closest match by step. He is currently working with the Department Chairs about why there are differences between the median Y for these particular faculty members. Tom welcomes all input from the Committee members, as the data will be shared with the Campus. The FSER report is due at the end of December to the Vice Provost of Academic Affairs. **Action:** Correct pages 8 and 17 of PowerPoint slide deck to update the year from 2017 to 2018.

7. Outside Professional Activity (OPA)

Obligation of each Comp Plan faculty member to disclose outside professional activity. 100% completion of disclosures received. The recommendation is to always disclose the activity even when in doubt. Tom reviewed reporting requirements for Category I and exceeding threshold maximums. Process change: A standard campus-wide system, called Outside Activity Tracking System (OATS), is expected to be implemented for 2019. Tom and committee expressed a need to better integrate Conflict of Interest (COI). Currently, faculty are required to report activity to 2 separate systems with similar types of data. Demo of OATS will occur next week.

8. New/Old business/next meeting

Tom will discuss the final FSER and the Faculty Salary Program at the next Committee meeting. The next meeting is to be determined for a date in May 2019.