

**School of Pharmacy Health Compensation Plan Advisory Committee (HCPAC) Meeting Minutes
May 21, 2025 [11:00 am – 12:30 pm] via Zoom**

Attendees: Robin Corelli (CP/DO, Chair), Amelia Deitchman (CP), Shalini Lynch (CP), Lei Wang (PC), Jeffrey Neitz (PC), Sophie Dumont (BTS), Willow Coyote-Maestas (BTS), Phillip Babcock (VPAA) Angelie Khu (DO)

Handouts:

1. Minutes of the Meeting from January 10, 2025
2. Summary Proposed Changes to the FY 25/26 SOP Implementing Guidelines for the Comp Plan

AGENDA:

1. **Welcome:** Vice Dean Corelli began the meeting at 11:03 am.
2. **Approval of Minutes from the January 10, 2025, meeting (Handout #1):** Mr. Babcock presented the minutes from the November meeting for approval, and no amendments were made. Dr. Deitchman motioned to approve the minutes, and Dr. Neitz seconded. The motion passed unanimously.
3. **Updates to the FY 25-26 SOP Compensation Plan Implementing Procedures:**
Effective July 1, 2025, two changes will be made to the Comp Plan:
 - 1) **Recall of Retired Faculty into the Comp Plan:** Retired faculty who were Comp Plan members at the time of retirement may now be recalled into the Comp Plan, allowing them to request compensation up to their previous rate (including the Y component), subject to current Comp Plan membership terms and conditions. Previously, retirees could only be recalled at their base compensation (X+X') and were not members of the Comp Plan.
 - 2) **Comp Plan Document Reorganization:** Sections most relevant to faculty have been moved to the beginning of the document. This includes the Membership section moving from IV to II and the Compensation and Benefits section moving to Section V from Section III.

Dr. Deitchman asked why recalled retirees were previously excluded from Comp Plan membership. Mr. Babcock suggested that it might be because leadership didn't want to limit the retirees' outside professional activities. Dean Corelli emphasized this change aligns with the other schools on campus and offers more flexibility, especially for recalled faculty members who wish to access their Y funding.

Mr. Babcock informed the committee of a new California law providing a Reproductive Loss Leave benefit. Faculty may use bereavement leave for reproductive loss events including miscarriage, stillbirth, failed IVF, surrogacy, or disrupted adoption, consistent with California law and University policy.

4. **Discussion on Feedback from Faculty Concerning Outside Professional Activities (OPA):** Some faculty have raised questions about APM 671 requirements:
 1. Is reporting Category 1 and 2 OPAs overly burdensome?
 2. Is the 30-day deadline for reporting receipt of stock/stock options too strict?
 3. Are the earnings thresholds too low?

Dr. Neitz commented that he doesn't find the 30-day declaration requirement burdensome, noting similar IRS reporting obligations. Dr. Wang asked about challenges in obtaining approval for Category 1 and 2 OPAs. Mr. Babcock replied that scrutiny increases when other paid outside employment is involved.

Dr. Wang also asked for clarification on earnings thresholds. Mr. Babcock explained that it is 40% of the base salary (scale 0) or \$40,000, whichever is higher. This is typically an issue for faculty receiving high consulting fees. Mr. Babcock further clarified that the earnings threshold was written in the APM many years ago, and that any adjustments must be adopted systemwide and not just for UCSF. Mr. Babcock is part of the UC-wide task force that will review APM 671 next year.

5. **New/Old Business:** Dr. Coyote-Maestas inquired about guidance for faculty hired on or after July 1, 2016, concerning UC Retirement Choice (Pension Choice or Savings Choice). Mr. Babcock recommended that faculty contact UCPATH or the UCSF benefits office. Dean Corelli adjourned the meeting at 11:45 am.
6. **Next Meeting:** November 19, 2025 [11:00 am -12:30 pm]