

School of Pharmacy Health Compensation Plan Advisory Committee (HCPAC) Meeting Minutes May 16, 2023 [9:30 am – 11:00 pm] via Zoom

Attendees: Robin Corelli (CP/DO, Chair), Ian Seiple (PC), Bani Tamraz (CP), Sophie Dumont (BTS), Rada Savic (BTS), Al Burlingame (PC), Crystal Zhou (CP), Phillip Babcock (VPAA) Angelie Khu (DO)

Absent: N/A

Handouts:

1. HCOMP Advisory Committee Minutes from October 25, 2022
2. OPA Slides from October 25, 2022 meeting

AGENDA:

1. **Welcome:** Vice Dean Corelli began the meeting at 9:35 am. Dean Corelli mentioned that this is the last meeting for Drs. Seiple and Tamraz, while Dr. Dumont has agreed to serve for a 2nd term. Mr. Babcock shared the agenda.
2. **Approval of Minutes from the October 25, 2022 meeting (Handout #1):** Dean Corelli presented the minutes from the October meeting for approval and no amendments were made. Dr. Seiple made a motion to approve the minutes, and Dr. Dumont seconded. The motion passed unanimously. **Action¹:** The minutes from the 10/25/2022 meeting will be posted to the Academic Affairs website by Ms. Khu. Mr. Babcock recommended that the current Committee membership approve the minutes of this meeting since the Committee's composition for the Fall 2023 meeting will be different due to the departure of two members. This will be the last official action of the Committee for FY23. **Action²:** The committee members agreed to approve the minutes by email in June 2023.
3. **Presentation on Outside Professional Activities by Mr. Babcock:** The Academic Affairs Office is doing a roadshow to talk about Outside Professional Activities and how they work.

Category I activities such as taking an executive/managerial position in another company or co-founding a business require pre-approval. Faculty will also need exceptional approval to retain earnings above the earnings threshold (\$40,000 or 40% of base salary) or to exceed the time threshold for OPAs in a fiscal year (384 hours). Mr. Babcock presented several case studies that require pre-approval to guide the Committee Members as they are leaned upon as experts on the Compensation Plan. Dr. Savic asked if pre-approval is requested through the Dept. Chair or through OATS. Mr. Babcock explained that it is through OATS, but will require approval from the Chair, the Dean's Office, the VPAA and the EVCP. Dean Corelli considers it best practice to let the Chairs know as early as possible about any activities that will take you away significantly from the Department.

Dr. Seiple asked about why the University wants to track how much over your salary you're making if there is no conflict of commitment or interest. Faculty is taxed 10% from the earnings over threshold required to be deposited into the comp plan. Mr. Babcock replied that the taxes are for the administrative effort to track potential conflicts of interest and to record, deposit into accounts, and pay out stipends from any excess earnings turned into the comp plan. The tax amount is decided by the School. Dean Corelli inquired about how SOP's 10% tax compares to the other Schools. Mr. Babcock replied that he has seen higher and lower taxes from the other Schools. SOP can always review this as Faculty becomes more entrepreneurial. Dean Corelli mentioned that this will probably be discussed more with the new UC policy on Entrepreneurial Leave and the 3 new Vice Dean positions focused on Entrepreneurship. The School wants the Faculty to be creative and to have outside professional activities that enhance our mission as well.

4. **New/Old Business:** Dr. Dumont inquired about how UCSF's Pregnancy Disability Leave benefits compare with the other Universities. She is looking at the maternity leave being improved, for people with more complicated pregnancies and multiple births. Mr. Babcock replied that our benefits are competitive with the other public schools, while childbearing and childrearing benefits are standardized across the Campus. Mr. Babcock will check with UCSF Disability Management Resources about benefit surveys and comparisons. Dean Corelli is going to check with colleagues at other UC Schools of Pharmacy (UC Irvine and UC San Diego) and report back about their extended leave benefits. Dean Corelli adjourned the meeting at 10:15 am.

5. **Next Meeting:** November *date TBD* 2023

ACTION ITEMS:

1. The accepted minutes from the October 25, 2022 meeting will be posted to the Academic Affairs website by Ms. Khu.
2. Ms. Khu will circulate draft minutes from the May 16, 2023 meeting for committee approval by email in June 2023.