School of Pharmacy Compensation Plan Advisory Committee

Summary July 2020 – June 2021

Current Committee Members:

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| **Dept Initials** | **Committee Member** | **Title** | **Terms** |
| BTS | Sophie Dumont, PhD | Assoc. Professor | Appointment: 7/1/2020-6/30/2023 |
| BTS | Rada Savic, PhD | Professor | Appointment: 7/1/2017-6/30/2018; E-vote: 7/1/2018-6/30/2021  E-Vote: 7/1/2021-6/30/2024 |
| CP | Bani Tamraz, PharmD, PhD | Assoc. Professor of Clinical Pharmacy | Appointment: 7/1/2017-6/30/2020; Appointment: 7/1/2020-6/30/2023 |
| CP | Crystal Zhou, PharmD | Assist. Health Sciences Clinical Professor | E-vote: 7/1/2018-6/30/2021 E-Vote: 7/1/2021-6/30/2024 |
| PC | Al Burlingame, PhD | Professor | E-vote: 7/1/2018-6/30/2021 E-Vote: 7/1/2021-6/30/2024 |
| PC | Ian Seiple, PhD | Assoc. Professor in Residence | Appointment: 7/1/2017-6/30/2020; Appointment: 7/1/2020-6/30/2023 |

The Compensation Plan Advisory Committee met on **11/10/2020**. Associate Dean Kearney welcomed the group and reviewed the Committee’s charge and responsibilities. The term for elected members Drs.

Burlingame, Zhou, and Savic were noted as ending on 06/30/2021. A 2nd term will require a school-wide faculty vote for reappointment.

The meeting minutes from 05/12/2020 were approved by the Committee.

The FY19-20 Outside Professional Activity (OPA) disclosure rates were presented to the Committee. The importance of timely reporting, Category 1 versus Category 2activities, and time/earning thresholds were also discussed.

The Comp Plan FAQ was updated to include considerations for Comp Plan members with appointments between 51% and 100% effort. Some benefits are pro-rated to the appointment percent effort, while others are not.

A stock disclosure and valuation process was presented to the Committee. When stock is reported as OPA income, Strategic Business Partner Babcock will send a written communication of the valuation to the reporting faculty.

Associate Dean Kearney provided an update to the salary analysis on unfunded HSCP scale increases. It was noted that there are significant impacts due to the salary scale increases but also due to advancements (on- time and accelerated merits & promotions) and increased contributions required to UCRP. About 70% of the cost increases are driven by the advancements across the school. This was an unexpected result as the expectation was that the unfunded salary scale increases were the primary driver.

Associate Dean Kearney informed the Committee that the updated In Residence Task Force report was still pending and yet to be released. The state budget was discussed, noting that while the budget from the state is a moving target, the School feels confident in its current ability to fund via sponsored research and clinical revenue. The higher discussions at UC regarding curtailment remain ongoing. An inquiry was posed regarding Childbearing and rearing leaves. The current leave entitlements are provided per event, rather than per child. The leave entitlement does not increase due to multiple births or placements at same time.

The Committee met again on **5/12/2021**. The meeting minutes from 11/10/20 were approved by the Committee.

Associate Dean Kearney reviewed the Committee’s charge and responsibilities. Drs. Savic, Zhou and Burlingame agreed to serve on the Committee for an additional term. The e-vote would be presented at the next Full Faculty meeting.

The updated In Residence Task Force Report was presented. The Committee was asked to provide an opinion on two options which have been practiced on this campus when a written notice of a terminal year for In Residence faculty is given:

1. Option 1: The Department provides the faculty member whatever amount of support needed to keep them whole for the X+X’ salary for the 12-month terminal notice period (Day 1/Dollar 1);
2. Option 2: The Department provides the faculty member with funds equivalent to 12 months’ support for the X+X’ salary, even if that amount exceeds what is necessary to “keep them whole”, and/or which may result in supporting the faculty for more than 12 months (Bank).

A lively discussion about the funding options for In Residence faculty who would be subject to a terminal year appointment ensued. Examples were provided. All attending Committee members voted for the Day 1/Dollar 1 approach. The vote of one absent Committee member was documented in favor of the same decision.

The Academic Senate’s Committee on Faculty Welfare made public that there was lack of transparency in the decision-making process for implementing the FY 20-21 faculty salary freeze. For FY 21-22, the School will codified a more transparent process for faculty salary setting. The Departments were allowed to adjust negotiated salary and total compensation to recognize available funding and valued activities.

Negotiations between each Chair and faculty were encouraged. Departments were required to review all faculty salaries and make adjustments, if necessary, to address inequities.

The HSCP salary scales had previously provided a 4% salary increase for 2 years in a row. However, the scales remained unchanged since 10/01/2019 due to concerns with COVID. The School is committed to adopting an approach that reflects shared values, supports faculty, and recognizes Department challenges. UC continues to face acute financial challenges, system-wide increases on compensation were unclear. At the time of the meeting the updated HSCP salary scales had not been announced by UCOP. Shortly after, the announcement of a 3% range adjustment in the HSCP salary scale commencing 10/01/2021 for faculty (and in July for non-represented staff and academic employees) was released.

The School achieved 100% compliance for FY19-20 Outside Professional Activity (OPA) reporting. The annual certification for FY20-21 is expected to be due in September 2021.

Respectfully submitted,



Thomas Kearney, PharmD.

Chair, School of Pharmacy Compensation Plan Advisory Committee Associate Dean, Academic Affairs