

School of Pharmacy  
 Compensation Plan Advisory Committee  
 Summary July 2019 – June 2020

Current Committee Members:

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
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
PC	Al Burlingame, PhD	Professor	E-vote: 7/1/2018-6/30/2021
PC	Ian Seiple, PhD	Assist. Professor in Residence	Appointment: 7/1/2017-6/30/2020; Appointment: 7/1/2020-6/30/2023

The Compensation Plan Advisory Committee met on **11/19/2019**. Associate Dean Kearney welcomed the group and reviewed the Committee's charge and responsibilities. The Committee's role is to advise the Dean on APU assignment, Comp Plan benefits (extended illness, child bearing/rearing), and Outside Professional Activity. Loss of good standing would be reviewed and adjudicated by the Committee. The role of the Committee is to also disseminate information to their respective home Departments.

The meeting minutes from 05/05/2019 were approved by the Committee.

Implementation of OATS, a web-based application through which faculty report outside activities and income, was initiated for FY 18-19 OPA disclosures. The Committee reviewed data regarding completion rates by Department, total hour/earning amounts by series and by rank.

The Committee recommended changes to clarify periods of time referenced in the Comp Plan, so that time intervals for benefits or other requirements are not misconstrued by any Comp Plan reader. The clarifications to the Comp Plan were proposed to the Chairs as a recommendation. The Chairs each provided support without comment. Dean Guglielmo later approved on 2/10/20, in time for 7/1/20 implementation. The updated Comp Plan was sent to all Comp Plan faculty on 6/1/20.

Associate Dean Kearney reviewed the Academic Salary Program. FY 2019-20 marks year two of an academic salary program focused on rebuilding competitive salaries for academics. The multi-year program is designed to reduce the salary gap with the Comparison 8 peer institutions and to provide competitive and equitable salaries. The HSCP scales increased by the general annual range adjustment of 4%. Due to the delay in implementation, effective October 1, 2019, the average increase is actually 5.33% to adjust over nine months. There is concern that the unfunded mandates associated with the increase in HSCP salary scales are unsustainable for Departments. The Dean's Office is evaluating the financial impact of increasing the HSCP scales on funding sources for faculty, due to the unfunded mandate. The analysis

will determine if increasing the faculty salary scales without providing any funding or adjustments to support those new scales, is financially sustainable.

Benefits through the Faculty Family Friendly Initiative (3FI) were discussed with the intention to promote awareness among SOP faculty. Factsheets for each benefit were provided and are also available on the Balancing & Career website.

The Committee met again on **5/12/2020**. Associate Dean Kearney welcomed the group and reviewed the Committee's charge and responsibilities. The terms for Drs. Seiple, Szoka, and Tamraz ended on June 30, 2020. It was confirmed that Drs. Seiple and Tamraz will serve for a 2<sup>nd</sup> term from July 1, 2020 through June 20, 2023. Dr. Szoka would be later replaced by Dr. Sophie Dumont as a Dean's appointee from BTS.

The meeting minutes from 11/19/19 were approved by the Committee.

The Dean's Office completed an in-depth review of the impact of HSCP salary scale increases on the School. Associate Dean Kearney shared a presentation which includes the chronology of HSCP faculty salary programs from 2011 to 2019, historical employer contributions to UCRP, number of paid faculty from 2014 to 2019, and the intricate methodology. Results show that the unfunded HSCP salary scale adjustments and increased UCRP rates have created an escalating, cumulative, and obligatory financial burden on Departments. Associate Dean Kearney welcomed input from the Committee before presenting to the Departments in June.

Due to significant financial impact of the coronavirus pandemic on UC, the HSCP scales were expected to remain the same for FY 20-21. A "flat salary" approach has been adopted by the other professional schools. At the time of the meeting, the School of Pharmacy was still undecided on the approach. Since the meeting occurred, SOP leadership provided guidance allowing Departments to have an individualized approach to the negotiated Y salaries based on previously utilized Department-level parameters (eg. grantsmanship, market parity, teaching & service contributions) while ensuring equity in pay among faculty. The Y salary determinations would not be automatically coupled with the X + X' salary levels (by transferring Y component salaries to cover the required minimum X + X' salary levels for all faculty). All faculty X + X' salary levels must be met at a minimum to include the approximate 1.3 % carryover from the FY 2019-2020 HSCP salary scale. Therefore, the SOP did not pursue the "flat salary" approach whereas there would be no change in total X + X' + Y salary from FY 2019-2020 - regardless of new merits and promotions.

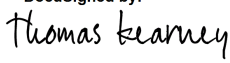
Associate Dean Kearney discussed his committee work revisiting UCSF's In Residence Task Force Report. A review of campus experiences revealed a mix of approaches when establishing a terminal appointment in the In Residence series. The School will need to determine which approach our School will take (Day 1/Dollar 1 or Bank) and incorporate into the Comp Plan once a recommendation from the committee is made.

The Committee reviewed available COVID-19 related leave benefits, including Extended Illness, Paid Administrative Leave (PAL), and Families First Coronavirus Response Act (FFCRA).

Regarding Outside Professional Activity, it was clarified that faculty are required to report co-founding roles even after a company has been established. Reporting the role is still required every year in which

the faculty member continues association with the company, even after co-founding activities have ended.

Respectfully submitted,

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Thomas Kearney, PharmD.  
Chair, School of Pharmacy Compensation Plan Advisory Committee  
Associate Dean, Academic Affairs