

School of Pharmacy
 Compensation Plan Advisory Committee
 Summary July 2015 – June 2016

Committee Members:

Name	Department	Terms
Abate, Adam	Bioengineering & Therapeutic Sciences	e-vote: 7/1/2015- 6/30/2018
Babbitt, Patsy	Bioengineering & Therapeutic Sciences	Appointment: 7/1/2014-6/30/2017
Balano, Kirsten	Clinical Pharmacy	e-vote: 7/1/2015- 6/30/2018
England, Pamela	Pharmaceutical Chemistry	e-vote: 7/1/2015- 6/30/2018
Grabe, Michael	Pharmaceutical Chemistry	Appointment: 7/1/2014-6/30/2017
Pon, Tiffany	Clinical Pharmacy	Appointment: 7/1/2014-6/30/2017

The Compensation Plan Advisory committee met on **11/5/2015**. New committee members were welcomed and responsibilities of the advisory committee were discussed. Last year’s summary report was approved as were the minutes from 5/4/2015. Concern was expressed at the increase in the cost of living in the Bay Area and that the recent 1.5% range adjustment resulted in no change in salary for most faculty. The possibility of moving to a higher scale 4 was discussed. The estimated cost increase of \$434,000 that would be incurred included salary rate increases for 23 of the 81 faculty who are now under the scale 4 minimum as well as an increase in the cost of benefits. The School of Pharmacy Compensation Plan FAQ was discussed. It was suggested the components of salary section be moved to earlier in the document and that additional examples of professional activities be included. Tom Kearney summarized faculty disclosures of Outside Professional Activities for fiscal year 2015 via the on-line qualtrics survey. The UC Office of General Counsel Advisory on constructive receipt was discussed and its potential impact on personal income tax liability. APM 671 was also discussed and concerns raised about constraints on outside professional activities and reporting requirements.

The Advisory Committee met again on **5/16/2016**. Tom Kearney summarized the disclosures of Outside Professional activities for 2014-2015 in which the school had a 100% adherence rate. The Compensation Plan FAQ was discussed with the updates as recommended by the committee. The committee continued to be concerned with the “good standing” language and the potential for abuse. The language in this section is consistent campus-wide and can’t be changed. It was pointed out that ideally, any issues should be worked out between the Chair and faculty and that this committee would be the appeal group for a loss of good standing. The idea of having more than one APU was discussed. In the Department of Pharmaceutical Chemistry, the IND faculty are on scale 4. The School of Medicine Basic Science APU was discussed. One of the Chairs had suggested creating a new APU for faculty who are subject to the new retirement plan. It was stated that this wouldn’t fit the definition of an APU being comprised of faculty

with similar clinical, teaching or research responsibilities. The committee reaffirmed support of one APU at scale 3 for the School of Pharmacy. The 2016 faculty salary equity analysis was reviewed along with a preview of the presentation of results for the June full faculty meeting. . This included a description of the 2016-2017 salary program and impact on the Y salary component.

Respectfully submitted,

Thomas Kearney, PharmD.

Chair, School of Pharmacy Compensation Plan Advisory Committee