

School of Pharmacy
 Compensation Plan Advisory Committee
 Summary July 2016 – June 2017

Current Committee Members:

Name	Department	Terms
Balano, Kirsten	Clinical Pharmacy	e-vote: 7/1/2015- 6/30/2018
England, Pamela	Pharmaceutical Chemistry	e-vote: 7/1/2012- 6/30/2018
Savic, Rada	Bioengineering & Therapeutic Sciences	Appointment: 7/01/2017-6/30/2018
Seiple, Ian	Pharmaceutical Chemistry	Appointment: 7/01/2017-6/30/2020
Szoka, Frank	Bioengineering & Therapeutic Sciences	Appointment: 1/13/2017-6/30/2020
Tamraz, Bani	Clinical Pharmacy	Appointment: 7/01/2017-6/30/2020

The Compensation Plan Advisory Committee met on **11/16/16**. Tom welcomed the group and reviewed the committee’s charge and responsibilities. Committee memberships are by appointment from Dean’s Office or by faculty election. The committee consists of a diversified group as possible, with equal representation from each of the departments, (and from many series and various ranks as possible).

The meeting minutes from 06/15/16 were approved by the Committee. The Campus performed an audit on the SOP Compensation Plan and requested the archived minutes of our committee meetings (which we were able to provide).

The Committee’s 2015-2016 annual report was approved, presented to the Dean, disseminated at the full faculty meeting, and is posted on the School’s Academic Affairs website.

A discussion was held regarding the 2017-2018 UCOP salary program. The 1.5% increase to base salaries causes a larger proportion of the Department of Clinical Pharmacy faculty to be without a Y salary component. Paid faculty hired after July 2016 are subject to the new retirement program and they will reach their UCRP cap (\$117 K) much earlier. Therefore, new faculty members are on a less generous retirement program and it is uncertain what impact that this will have on recruitment and retention of paid faculty. It should be noted, there are faculty within the Department of Pharmaceutical Chemistry that are part of IND and subject to their comp plan (APU 4).

The SOP Compensation Plan FAQ is a “living” document posted on the SOP Academic Affairs website. Nancy Walters updated the FAQ to capture considerations of the UC’s new Voluntary Disability Insurance available during Open Enrollment 2016.

The Faculty Salary Equity Report revealed a mix of gender imbalances - both male and female preferences – but our small sample size limited any statistical analyses as its underpowered and was often a one on

one comparison between a female and male faculty member to control for rank and series. This report went to a campus wide committee that reviewed each school's reports across UCSF, to determine if any inequities exist and an action plan to remedy. We had 100% adherence for the 2015-2016 Outside Professional Activity reporting.

The Compensation Plan Advisory Committee met again on **05/10/2017**. The meeting minutes from 11/16/16 were approved by the Committee.

The Compensation Plan FAQ is continually being refined. The latest version includes expanded information regarding Academic Programmatic Units (APUs), Outside Professional Activities (OPAs), Benefits, and Comp Plan Extended Illness and Disability benefits versus UC (Voluntary) Disability Insurance.

Pharmacy's Extended Illness benefit currently covers full faculty salary (X + X prime + Y) for 90 days and then 90 days at the X+X prime rate. After much consideration the Committee decided to expand the Extended Illness leave for faculty to 180 days of full salary coverage. On August 9th, Dean Guglielmo approved implementation of the increased benefit, which will be effective July 1, 2018.

The Faculty Salary Equity Report was accepted by the Campus and posted on the campus Faculty Salary Equity Review (FSER) committee website. While the Campus Committee made recommendations for all Schools, the School of Pharmacy had no salary inequities identified.

The Procedure of Reporting of OPA Compensation of Stock Options document has been updated and should be used for guidance associated with non-cash compensation.

Respectfully submitted,

A handwritten signature in cursive script that reads "Thomas E. Kearney". The signature is written in dark ink and is positioned below the text "Respectfully submitted,".

Thomas Kearney, PharmD.

Chair, School of Pharmacy Compensation Plan Advisory Committee