

School of Pharmacy
 Compensation Plan Advisory Committee
 Summary July 2017 – June 2018

Current Committee Members:

Name	Department	Terms
Burlingame, Al	Pharmaceutical Chemistry	e-vote: 7/1/2018-6/30/2021
Savic, Rada	Bioengineering & Therapeutic Sciences	Appointment: 7/1/2017-6/30/2018 e-vote: 7/1/2018-06/30/2021
Seiple, Ian	Pharmaceutical Chemistry	Appointment: 7/1/2017-6/30/2020
Szoka, Frank	Bioengineering & Therapeutic Sciences	Appointment: 1/13/2017-6/30/2020
Tamraz, Bani	Clinical Pharmacy	Appointment: 7/1/2017-6/30/2020
Zhou, Crystal	Clinical Pharmacy	e-vote: 7/1/2018-6/30/2021

The Compensation Plan Advisory Committee (CPAC) met on **11/6/2017**. Tom welcomed the group and reviewed the Committee's charge and responsibilities. The Committee's role is to advise the Dean on APU assignment, benefits (extended illness, child bearing/rearing), and Outside Professional Activity. Loss of good standing would be reviewed and adjudicated by CPAC. The role of the Committee is to also disseminate information to their respective home Departments.

The meeting minutes from 5/10/17 were approved by the Committee.

The Compensation Plan FAQ is reviewed frequently to ensure ongoing clarity of the document. The Committee recommended adding language for those who are vested and of retirement age when considering UC's disability plans, the re-accrual rate of the Extended Illness Leave Benefit, annual "Y" salary negotiations, and Outside Professional Activities. The Committee also provided 2 excellent suggestions: (1) the creation of a Comp Plan survey for faculty to provide input to as a means for CPAC to better understand the needs and questions of SOP faculty, and (2) the creation of a Comp Plan video to be provided to faculty as a multi-media resource when navigating through the Comp Plan.

A summary of the FY16-17 annual reporting of Outside Professional Activities was provided to the Committee. The School has a 100% completion rate. The final results will be discussed with the Chairs and action plans will be developed, if necessary.

Tom provided the Committee with an update to the 2017 Faculty Salary Equity Review report. The presentation showed the issues impacting faculty and academic trends by year. Due to the small sample size, a matched pair analysis was used to identify imbalances. The Chairs will be contacted about any imbalances and asked to provide reasoning for the salary setting. The Committee suggested that future presentations include salary ranges to provide context to median values.

CPAC met again on **5/31/2018**. Tom reviewed the Committee's charge and responsibilities, as well as the membership replacements for the 2018 fiscal year. Currently there are 6 members, each permitted

for a 3-year term, 2-term limit. The Committee consists of a diversified group as possible, with equal representation from each of the Departments. Half of the members are elected and half appointed by Dean's Office. For those members with terms expiring June 2018, a faculty vote will take place. It will be proposed that Pam England will be replaced by Al Burlingame, Kirsten Balano will be replaced by Crystal Zhou, while Rada Savic will continue on to fulfill a 2nd term. Tom thanked Pam and Kirsten for their exceptional service to the Committee.

The meeting minutes from 11/6/17 were approved by the Committee.

Tom presented the final report provided to the FSER Campus Committee. In summary, all gender imbalances were explained at the Department-level by non-discriminatory legitimate business practices; the school should strive for consistency in salary negotiations for faculty with similar emphasis (clinical or basic research); all faculty should be apprised of leadership opportunities.

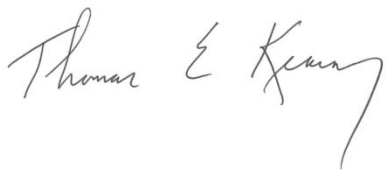
The 2018-2019 Faculty Salary Program was discussed. 2018-2019 is the first year of a 3-year academic salary program that focuses on rebuilding competitive salaries for faculty and other non-represented academic appointees. The program is designed to reduce the salary gap with the Comparison 8 peers and to provide competitive and equitable salaries. For 2018-19, the HSCP salary scales (X + X') will be increased by about 4%. The salary program is unfunded.

The Chancellor's current practice of supporting faculty during childbearing leave for 6 weeks at Scale 0 will end as of 6/30/18. The Dean's Offices across Campus are considering mechanisms to provide continued support as a result of the Chancellor's childbearing fund being phased out.

The Comp Plan Survey results were discussed. The Survey was sent on 5/11/2018 to 90 faculty. The results of the survey show that faculty have questions regarding Comp Plan membership, X, Y, and Z salary components, Outside Professional Activity, and "Good Standing". The open-ended questions allowed faculty to provide useful feedback that Academic Affairs will use to update the Compensation Plan FAQ and the Compensation Plan video, which is expected to start filming June 2018.

The Committee was provided with proposed language to the Compensation Plan. Effective 7/1/2018, the Extended Illness benefit will provide full salary (X, X' + Y) for 180 days. Technical changes were also proposed to correct minor issues with capitalization and grammar, and also replacing language based on UC's current disability plans. The Committee approved the proposed changes to the Comp Plan. The final document was presented to Dean Guglielmo and approved on 6/18/2018.

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