

School of Pharmacy  
 Compensation Plan Advisory Committee  
 Summary July 2018 – June 2019

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 met on **11/5/2018**. 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 5/31/18 were approved by the Committee.

The Committee voted unanimously in favor of clarifying the Comp Plan regarding Childbearing Leave and Childrearing Leave. Childbearing Leave provides 12 weeks of leave which could consist of any period of disability but also extend the benefit to 12 weeks even if the period of disability was less than 12 weeks. Childrearing Leave provides 12 weeks of leave to any non-birth parent from the start of Comp Plan membership. The clarifications were proposed to the Chairs as a recommendation to update the Comp Plan, effective 7/1/19.

Per the recommendation of the Committee, to put forth a multi-media effort to improve the comprehensibility of the Plan, the Compensation Plan Video was created and went live on 7/6/18. The video includes key components of the Compensation Plan including membership, benefits, compensation, and outside professional activities. The video is available on the Office of Academic Affairs [website](#).

Associate Dean Kearney provided the Committee with an update to the 2018 Faculty Salary Equity Review report. Preliminary Campus-wide results with Adjusted Regression analysis between Female/Male and URM X+Y Pay Ratios showed an imbalance for females. Even after all variables were controlled, females are paid 3% less than males at the Campus-level. However, at the School-level the ratio was 1.00 fully adjusted, therefore indicating that no imbalance was present between genders.

A summary of the FY17-18 annual reporting of Outside Professional Activities (OPA) was provided to the Committee. The School has a 100% completion rate of submitting disclosures through a Qualtrics survey.

Associate Dean Kearney announced implementation of a campus-wide system to track OPA, called Outside Activity Tracking System (OATS), expected to go-live 2019.

The Committee met again on **5/9/2019**. Associate Dean Kearney reviewed the Committee's membership which includes 6 members, each permitted for a 3-year term, 2-term limit. To the extent possible, members are from each of the series to represent diverse viewpoints. Responsibilities include: advising the Dean, Academic Programmatic Unit (APU) assignments, reviewing conflicts dealing with outside professional activities, managing the appeals process for faculty that fall out of good standing, and to providing an annual summary to the Dean. In addition, the Committee is the sounding board for the FSER report and analysis.

The meeting minutes from 11/5/18 were approved by the Committee.

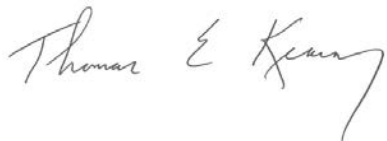
OATS, a web-based application through which faculty members can report outside activities and income, went live effective 5/1/18. An introduction video and training guides were provided to the Committee.

The Chairs of each Department were given the opportunity to review and comment on the Comp Plan clarifications regarding Childbearing and Childrearing Leaves. The Chairs each provided support without comment. The Committee voted in favor of presenting the proposed changes to Dean Guglielmo, requesting approval in time for 7/1/19 implementation.

Associate Dean Kearney presented the FSER Summary Report for FY 2017-18. In summary, all imbalances were explainable. High and low outliers were identified and justified. Associate Dean Kearney highlighted the different salary trajectories for clinical and research based faculty, and the need to be evaluated separately. There is an ongoing need for each Department to employ transparent and well-reasoned processes for determining the negotiable Y component of faculty salaries.

The 2019-2020 Faculty Salary Program is the second year of a three-year academic salary program focused 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, providing competitive and equitable salaries. The HSCP salary scales (X + X') are expected to increase by about 4%. The Dean's Office will evaluate the last 5 fiscal years to estimate the financial impact of increasing the HSCP scales on sources of funding for faculty, due to the unfunded mandate. The analysis may illustrate if increasing the salary scales without providing funding or adjustments to support those new scales, is financially sustainable at the Department level.

Respectfully submitted,

A handwritten signature in cursive script that reads "Thomas E. Kearney". The signature is written in dark ink and is positioned above the typed name and title.

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