

School of Pharmacy Health Compensation Plan Advisory Committee (HCPAC) Meeting Minutes October 25, 2022 [11:00 am – 12:30 pm] via Zoom

Attendees: Robin Corelli (CP/DO, Chair), Ian Seiple (PC), Bani Tamraz (CP), Sophie Dumont (BTS), Alesia Woods (DO), Phillip Babcock (VPAA) Angelie Khu (DO)

Absent: Rada Savic (BTS), Al Burlingame (PC), Crystal Zhou (CP)

Handouts:

1. HCOMP Advisory Committee Minutes from June 7, 2022
2. HCOMP Advisor Committee Responsibilities
3. OPA Slide from data in OATS

AGENDA:

1. **Welcome:** Vice Dean Corelli began the meeting at 11:05 am; Dean Corelli introduced Dean Woods as guest. Mr. Babcock shared the agenda.
2. **Responsibilities of Advisory Committee (Handout #2):** The terms of the committee members were reviewed. June 30, 2023 marks the end of term two for Dean appointed members Drs. Seiple and Tamraz and term one member Dr. Dumont. The terms for Drs. Savic, Zhou, and Burlingame will end on June 30, 2024. The Committee's charge and responsibilities were provided to the Committee as a reminder.
3. **Approval of Minutes from the June 7, 2022 meeting (Handout #1):** Vice Dean Corelli presented the minutes from the June meeting for approval and no amendments were made. Dr. Seiple made a motion to approve the minutes, and Dr. Dumont seconded. The motion passed unanimously. **Action¹:** The minutes from the 6/7/2022 meeting will be posted to the Academic Affairs website by Ms. Khu.
4. **Discussion of Faculty Salary Funding by Dean Woods:** The new funding model, State Funds Flow 1.0 effective 7/1/2022, aims to eliminate funding inequities between the 3 Departments (Pharm Chem, BTS, and Clinical Pharmacy) and to create a sustainable financial model to support faculty salary and operations moving forward.
Dean Corelli inquired about the historical allocation and what happens to the FTE when faculty member leave (retire, resign). Dean Woods confirmed that FTE numbers doesn't change and new hires will occupy vacated FTEs. Dean Woods confirmed that SOP is aligned with the other schools in how state funded FTEs are utilized.

Dr. Seiple asked how the FTE count per Department (BTS 17, Clinical Pharmacy 22, Pharm Chem 20.5) was established and Dean Woods confirmed that the numbers were from the inception of the State Funds. These are called "Permanent FTEs" and is the basis of the State budget allocations. The funding for vacant FTEs will remain with the Dean's Office to be used for start up packages for new faculty hires and for retention.

Dr. Corelli thanked Dean Woods for her presentation and mentioned the importance of knowing about these changes as the Committee will address financial issues (salary, benefits) affecting the Comp Plan faculty.

Dr. Dumont asked if Faculty can use the \$117,766 per FTE for other things aside (admin costs) from salary support. Dean Woods stressed that Dept. Chairs decide on how they want to allocate this amount. She also encouraged faculty to discuss these concerns with their respective chairs to better understand how funds are used in their Department.

5. **Presentation on Compensation Plans Comparison (SOP, SON and SOD) by Mr. Babcock:** SOP has the longest time limit for Outside Professional Activity (OPA) at 384 hours (48 days). SON has 168 hours (21 days) while SOD has varying time limits for each of their 4 departments (48 days for the Basic Science Dept. and 21-24 days for the Clinical Depts.).

SOP's Extended Illness Leave benefit stands out as it pays full salary for 180 days. Plan members regain 30 calendar days per subsequent year upon return up to the max 180 days. SON pays the full salary but is based on number of years of HSCP service, maxing at 84 calendar years for those with at least 15 years. SOD varies by Department with faculty in the Basic Science Departments eligible for similar benefits as faculty in the SOP.

SOP has one APU assigning the same salary scale for all Comp Plan members, scale 3. SON has 3 APUs across the School with different scales depending on the duties and role of the member. SOD also has varying APUs for the Basic Science and Clinical Departments.

6. **Presentation on Outside Professional Activities by Mr. Babcock:** Faculty must disclose annually all time spent and income generated from Category I and II activities. Furthermore, they must obtain pre-approval for all Category I activities. For 2021-22, a total of 80 SOP Faculty reported their OPA (BTS-19, CP-37, PC-24). Total Cat 1 & Cat 2 Amount reported is \$1,466,661.98 (BTS-\$314,351.24, CP-\$150,627.63, PC- \$1,001,683.11). The Dean's Office is a resource for questions and can connect with Mr. Babcock directly. **Action²:** Mr. Babcock will distribute the slides for the Outside Professional Activity.
7. **New/Old Business:** No other new/old business was introduced, and Dean Corelli adjourned the meeting at 12:23 pm.
8. **Next Meeting:** May 16, 2023 [9:30-11:00]

ACTION ITEMS:

1. The accepted minutes from the June 7, 2022 meeting will be posted to the Academic Affairs website by Ms. Khu.
2. Mr. Babcock will distribute the OPA slides to the Committee members.