

FACULTY COMPENSATION AND BENEFITS

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Health Sciences Compensation Plan (HSCP)

“THE” Comp Plan

Health Sciences Compensation Plan (HSCP)

- Mandated by the UC Office of the President (UCOP) for Health Sciences Campuses
- UCOP provides basic framework; School and Department provide details
- Represents an “agreement” between the University/Department and the faculty member:
 - ✓ outlines the Department/School's expectations of the faculty member and the Department/School's commitment to the faculty member

Four Key Areas of the HSCP

- Membership
- Compensation
- Benefits
- Appeal Process

HSCP - Membership

- Membership not based on rank or series
- Generally, faculty appointed >50% effort are members
- Exceptions for faculty at affiliated sites, e.g. VAMC, Gladstone

HSCP - Compensation

- **Salary Scale(s) for your department**
- **Incentives**
 - ✓ how they are earned/calculated
 - ✓ who is eligible

New for 2013: requires more clarity around scales chosen

HSCP – Compensation Outside Professional Activities

- Each Plan outlines thresholds for maximum number of days, maximum dollars received, and types of outside professional activities in which you can participate
- Income from occasional service
 - ✓ certain types of income can be retained by faculty members
Examples: honoraria, royalties, prizes
 - ✓ certain types of income may be required to be deposited to the Plan
Examples: consulting, expert witness fees

HSCP – Compensation Outside Professional Activities

- To participate in Outside Professional Activities, you must be "in good standing" as defined by your Plan
- Patient care activities must be provided within the University setting, or as part of an approved affiliation agreement or professional service agreement. All clinical income is due to the Plan. In no case will Plan participants be allowed to retain income from patient care activities.

New for 2013: more clarity around good standing criteria and thresholds for outside professional activities

HSCP - Benefits

- Leaves of Absence
 - ✓ Personal
 - Childbearing / Parental Leave
 - Extended Illness / Disability Leave
 - FMLA
 - ✓ Academic
 - Sabbatical/Professional Development Leave

New for 2013: more clarity around personal leaves including compensation during these leaves

New for 2013 HSCP – Appeal Process

- Each School now has an HSCP advisory committee with broad representation across departments, series, disciplines
- Committee members are elected and are appointed by the Dean
 - assists the Dean in resolving issues that may arise from implementing the Plan
 - reviews faculty appeals as a result of a determination of loss of Good Standing

REVIEW YOUR Comp Plan Document

- Each Department/School has a Comp Plan
- All faculty have access to this document
- Be sure to review it and make sure you understand the terms and conditions
- The Department Manager (MSO) and/or Service Center Academic Manager are great resources for questions concerning your comp plan

COMPENSATION

The ABC's of Compensation =
X, Y, Z

Salary Structure

$$\begin{aligned} &X \text{ (Base Salary)} \\ &+ Y \text{ (Additional Compensation)} \\ &= \text{Total Salary} \end{aligned}$$

$$\begin{aligned} &\text{Total Salary} \\ &+ Z \text{ (Incentive/Bonus)} \\ &= \text{Total Income} \end{aligned}$$

"X" = Base Salary

- Represents minimum salary rate for a faculty member in a department
 - 2 components: X(scale 0) + X-prime (differential between Scale 0 and assigned HSCP salary scale)
- Associated with rank and step (not series)
- Driven by Health Science Compensation Plan salary scales
- Covered by the UC Retirement Plan

Example: effective 7/1/13, "X" for Assistant Professor step 1 on Scale 3 is \$84,400/year (x= \$64,900; x-prime = \$19,500)

What's covered in "covered compensation"?

- Used for retirement calculations
- Used for benefits calculations
- UC life insurance *
- UC disability insurance*

*Note: life/disability insurance on the "Y" portion of salary available through School of Medicine

SAMPLE SALARY SCALES

An Academic Programmatic Unit (APU) is composed of faculty with similar clinical, teaching and research responsibilities. The characteristics of the group (type of activities, potential for income, etc.) are used to determine the salary scale upon which the group's members' additional base (X-prime) will be calculated. All members of an APU share the same salary scale

Department	Scale	"X" for Asst Prof 2 (eff 7/1/13)
A	3	\$ 89,300
B – w/Clin	4	\$ 96,200
B – w/o Clin	1	\$ 75,600
C – w/Clin-MD	5	\$103,100
C – w/Clin-Non-MD	4	\$ 96,200

Why isn't my Department on Scale 10?

Departments with limited revenue will not have enough money to fund a high covered comp which is supported by departmental income and taxes

"Y" = Additional Compensation

- Will be negotiated with the department chair and division or service chief annually
- Not covered compensation by the UC Retirement Plan
- Based upon such factors as the quality, scope, and volume of a faculty member's teaching, research, clinical and administrative activities, as well as the availability of a reliable source of income
- Midyear renegotiation of the "Y" rarely permitted; requires Vice Provost's approval; usually associated with new duties or retention

"Z" = Incentive/Bonus

➤ Not covered compensation by the UC Retirement Plan

- Department Incentive
example: clinical productivity; may be processed as a supplemental paycheck on a set schedule (e.g. quarterly)
- Administrative Incentive
example: residency director; typically paid monthly as part of your regular paycheck

What Causes Changes to Total Salary?

Changes to "X"

May or may not change total salary rate

Examples:

- Cost of Living Adjustments (COLAs)
- Advancement – because X is based on rank/step

Changes to "Y"

Will affect total salary rate

Example:

- Annual Renegotiation of Salary
note: can be a positive or a negative change

Salary Structure (again!)

$$X \text{ (Base Salary)} \\ + Y \text{ (Additional Compensation)} \\ = \text{Total Salary}$$

$$\text{Total Salary} \\ + Z \text{ (Incentive/Bonus)} \\ = \text{Total Income}$$

Sample new faculty hire

Dr. Smith was hired as an Assistant Professor in Residence step 3 in Department Q. Faculty in Department Q are all on scale 4. Dr. Smith's annual salary is \$120,000. Dr. Smith receives an additional \$10,000/year for serving as Department Q's residency director.

Sample Hire – Dr. Smith (cont'd)

$$\begin{aligned} &\$101,500 \text{ X (scale 4 for Asst Prof 3; covered comp)} \\ &+ \$18,500 \text{ Y (neg salary-X; not covered by UCRP)} \\ &\$120,000 = \text{total negotiated salary} \\ &+ \$10,000 \text{ Z (Department residency coordinator)} \\ &\$130,000 = \text{total income} \end{aligned}$$

Resources for Additional Information

- Your Department Manager or your Service Center Academic HR Generalist
- UCSF Faculty Handbook for Success:
(note: this is not a policy document)
<http://senate.ucsf.edu/facultyhandbook/index.html>
- Academic Personnel Manual (APM):
<http://www.ucop.edu/academic-personnel/academic-personnel-policy/index.html>
- University of California benefits website:
<http://atyourservice.ucop.edu/>
- UCSF Academic Affairs website:
<http://academicaffairs.ucsf.edu/>

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