This session will *not* be recorded, but this PowerPoint can be found at [https://medschool.ucla.edu/research/researcher-resources/administrative-support/department-medicine-office-research-administration/fund-management-training](https://medschool.ucla.edu/research/researcher-resources/administrative-support/department-medicine-office-research-administration/fund-management-training)
Health Sciences Compensation Plan (HSCP)

• Purpose of the HSCP is to provide a common administrative framework within which a participating health sciences school can compensate its faculty according to the competitive requirements of each discipline

• DOM Compensation Plan Funds:
  • 62165 – DOM Medical Comp Plan (MCP)
  • 62246 – DOM Basic Science Comp Plan (BSCP)
  • 62125 – Derm Comp Plan

All 3 funds are unique to DOM, and cannot be transferred/linked outside of DOM
Components of Faculty Salaries in DOM: MCOP = Multiple Components of Pay

• X – Base – Earn Code HSR
  • Based on the UCOP Academic Salary Scales for the rank and step (set by the University).
  • DOM: Table 2-Faculty-Ladder Ranks-Prof Series-Fiscal Year
  • 19900 should usually only appear in the Base

• X’ (X prime) – Additional Base – Earn Code HSP
  • MCP = Scale 7 (Multiplier 1.80)
  • BSCP = Scale 3 (Multiplier 1.30)
  • X’ is also referred to as the Retirement Factor

• Y – Delta – Earn Code HSN
  • Negotiated portion may be zero.
Components of Faculty Salaries in DOM (continued)

- Z – Bonus – Earn Codes HZC (clinical) or HZA (admin)
  - Can only be paid on Comp Plan Funds
    - Paid on Sub 02

\[X + X' = \text{Covered Comp for Retirement}\]
  - This is also the minimum salary that must be paid to a Comp Plan faculty member in the DGSOM

\[X + X' + Y = \text{Total Negotiated Salary (TNS)}\]

\[X + X' + Y + Z = \text{Total Compensation}\]
Potential Funding Sources to Support Faculty Salaries

- 19900 – State FTE
- Contracts & Grants
- Clinical Income
- Various Donors & Endowments
- Sales & Service Funds
- Chair’s or Dean’s Office Commitments
- Consulting

Miscellaneous. Examples:
- Service on a campus committee (ARC, IRB, etc)
- Teaching a class in another department
Other Concepts Associated with Faculty Salaries

• State FTE – 19900
  • Must always be paid as part of the Base (X) – Earn Code HSR
  • Regular Professorial Series
    • DOM currently has 73.5 State FTE slots (2023)
  • 19900 Benefits are currently capped at $17,070/FTE
    • See 19900 FTE Calculation sheet (Class 9)

• Academic Enrichment

• Salary Savings

• Annual Salary Negotiations

• Annual DOM Faculty Salary Letters

• TNS Firm
DGSOM Dean’s Office Mission

• Faculty with 19900 FTE:
  • Max 85% Research and 15% Teaching/Other

• Faculty without 19900 FTE:
  • Max 90% Research and 10% Teaching/Other

• Exceptions to Policy
  • Provided on a year-to-year basis only
  • If approved, allows a 5% increase to Research effort for each of the categories above
Considerations when Updating Faculty Funding

• Do they have 19900, and if so, how much funding is available to cover the base (X)?

• If increasing effort on C&G funds, what funding source is being reduced?
  • If the faculty has a part-time appt, is there enough effort available to increase C&G effort?
  • Does the faculty have enough research effort available (as per the Dean’s Office policy - see Slide 7)?

• If decreasing effort on C&G funds, what funding source is being increased?
  • Will this bring their total research effort below the % listed in their DOM Faculty Salary Letter?
  • Will this affect the faculty’s potential Z payment?
  • Does the faculty have a commitment from the Department to guarantee their salary?
UCPath – Understanding the Cap Gap

- **Cap Gap Definition:** The difference between the capped salary rate (e.g. NIH $221,900/yr) and the total negotiated salary rate that an employee receives. The Cap Gap typically must be charged to an unrestricted fund.

- **Live Example/Walk-Through**
UCPath - Understanding the Cap Gap

• There is no % Effort associated with OTC-Y lines

• **OTC Indicator field:**
  - For Capped funds: MUST be N-xxx
  - For all other Contract & Grant funds: Must be blank
  - Y-xxx: Must be reserved for unrestricted funds only!

• **For 19900** – the OTC can only be paid on the base (X) salary earn code HSR
Knowledge Check
UCPath Live Demonstration
Links from Today’s Class

- UCOP Academic Salary Scales
  - https://www.ucop.edu.academic-personnel-programs/compensation/

- UCLA DOM ORA UCPath Resources

- UCLA UCPath Resource Center
  - https://cru.ucla.edu/
Survey Link
http://goo.gl/forms/C3gdjsL5y1

We appreciate if you would take a few moments to complete a short 7 question anonymous survey to help us improve your training experience. Thank you!