

SOM Health Sciences Compensation Plan Advisory Committee  
Annual Report, 2024-2025

In accordance with Section II.A of the School of Medicine Implementing Procedures for the Health Sciences Compensation Plan, we provide a summary of the Health Sciences Compensation Plan Advisory Committee's activities for 2024-2025.

The committee held two virtual meetings during the 2024-2025 academic year (November 25, 2024 and May 23, 2025). The fall meeting was focused on an overview and timeline for the Compensation Plan rewrite, a review of the draft Outside Professional Activities Quick Start Guide, and a brief summary of recent changes to Paid Sick Leave (APM 710).

In the spring, the committee approved several revisions to the School of Medicine Department Compensation Plans, including updates to leave policies and good standing requirements, with additional refinements identified for clarity and consistency. Requests for modifications to department-specific plans across multiple disciplines were also reviewed and endorsed. The committee further discussed ways to strengthen communication, training, and resources to support faculty understanding of the plans. Looking ahead, work continued on developing policy guidance, distributing new tools for outside professional activities, and adjusting the compensation plan rewrite timeline in response to broader institutional needs.

In addition to its regular work, and hoc committee that was convened to review an appeal on a faculty member being placed out of Good Standing by the Dean.

The 2024-2025 committee members are:

- Neal Cohen, MD, MPH, MS (Clinical X, Anesthesia)
- Christina Mangurian, MD, MAS, Chair, *ex officio* (Clinical X, Psychiatry)
- Sabine Mueller, MD, PhD, MAS (Ladder Rank, Neurology)
- Sanziana Roman, MD (Clinical X, Surgery)
- Noel Rosales, MD (HS Clinical, Pediatrics)
- Louise Walter, MD (In Residence, Medicine)
- An (Joseph) Vu, PhD (Adjunct, Radiology)

Submitted by Christina Mangurian, Chair *on behalf of the Advisory Committee*