

Executive Board

(Systemwide Senate Review) Proposed Revisions to APM  
- 675, Veterinary Medicine Salary Administration

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March 20, 2025

Steven Cheung  
Chair, UC Academic Senate

**Re: (Systemwide Senate Review) Proposed Revisions to APM - 675, Veterinary Medicine Salary Administration**

Dear Chair Cheung,

The divisional Executive Board (EB) reviewed the Proposed Revisions to APM - 675, Veterinary Medicine Salary Administration and divisional council feedback at its meeting on March 20, 2025. Members voted in favor of a motion to endorse the proposed revisions to APM 675. (One student representative voted in favor.)

Thank you for the opportunity to advise on this matter.

Sincerely,



Kathleen Bawn  
Chair  
UCLA Academic Senate

Encl.

Cc: April de Stefano, Executive Director, UCLA Academic Senate  
Andrea Kasko, Immediate Past Chair, UCLA Academic Senate  
Megan McEvoy, Vice Chair/Chair Elect, UCLA Academic Senate  
Adriana Rosalez, Administrative Analyst, UCLA Academic Senate

February 27, 2025

Kathy Bawn, Chair  
Academic Senate

**Re: (Systemwide Senate Review) Proposed Revisions to APM-675 Veterinary Medicine Salary Administration**

Dear Chair Bawn,

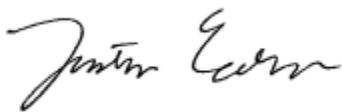
At its February 4, 2025, meeting, the Faculty Welfare Committee (FWC) reviewed and discussed the Proposed Revisions to APM-675 Veterinary Medicine Salary Administration, which describes the salary scale from which faculty in the UC Davis SVM are compensated.

FWC reviewed the policy. Members expressed that they are not opposed to the proposed revisions to APM-675; however, FWC seeks clarity on the proposed changes' scope. There appears to be missing background information and context explaining why limits are being placed to have access to or limiting one's ability to earn additional income. The committee seeks answers to the following:

1. UCLA does not have a veterinary medicine program. Will the revisions affect UCLA programs that use research animals?
2. Compensation in the health sciences is complicated, as its base salary has components of X and X- Prime and bonuses of Z. Would one receive the UC salary and work part-time at UC, then earn Y by adding grant or non-profit awards and/or a veterinary practice at a UC facility?

FWC is not opposed to the proposed revisions but seeks clarity regarding the scope and context for all those affected, specifically those working within an external practice and grant recipients. The committee requests answers to the questions outlined. If you have questions, please do not hesitate to contact me at [jcaram@chem.ucla.edu](mailto:jcaram@chem.ucla.edu) or the Committee analyst, Renee Rouzan-Kay, at [rrouzankay@senate.ucla.edu](mailto:rrouzankay@senate.ucla.edu).

Sincerely,



Justin Caram, Chair  
Faculty Welfare Committee

cc: Megan McEvoy, Vice Chair/ Chair-Elect, Academic Senate

Andrea Kasko, Immediate Past Chair, Academic Senate  
April de Stefano, Executive Director, Academic Senate  
Renee Rouzan-Kay, Senior Policy Analyst, Faculty Welfare Committee  
Members of the Faculty Welfare Committee

**Draft – Salary Administration: APM - 675 - Veterinary Medicine**

**675-0 Policy**

The Veterinary Medicine Salary Administration policy<sup>1</sup> provides eligible faculty with a salary framework distinct from other fiscal-year faculty. The policy recognizes the need for competitive salaries for recruitment and retention of faculty members in the School of Veterinary Medicine when compared with peer schools of veterinary medicine nationally.

Responsibility for issuing current academic salary scales rests with the President or the President's designee after consultation with the Academic Council and the Chancellors.

**675-2 Purpose**

The purpose of this policy is to provide guidance for the administration of the Veterinary Medicine Salary Scale for eligible faculty members in the School of Veterinary Medicine.

**675-8 General Principles**

- a. Participation in the Veterinary Medicine Salary Scale is required for all eligible School of Veterinary Medicine faculty.
- b. Each faculty member eligible for payment on the Veterinary Medicine Salary Scale receives an annual salary differential above the scales for fiscal-year ladder rank faculty.
- c. Funding of the annual salary differential is generated from two sources: 50% from a State funds contribution and 50% from a School of Veterinary Medicine matching contribution.
- d. For the School of Veterinary Medicine to meet its matching contribution, each eligible faculty member paid on this salary scale is required to contribute a minimum contribution amount to support the salary differential each year. The minimum contribution amount is set by the Dean of the School of Veterinary Medicine in consultation with the School's Faculty Executive Committee and is approved by the Chancellor. If participating faculty members collectively do not meet their minimum amounts, the School of Veterinary Medicine will fund the deficit to ensure faculty salaries are fully funded.

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<sup>1</sup> This policy replaces the Veterinary Medical School Strict Full-Time (SFT) Salary Plan approved by the UC Board of Regents on November 22, 1968.

- e. All eligible School of Veterinary Medicine faculty, whose base salary is partially or completely funded by the School of Veterinary Medicine, are required to contribute the annual minimum contribution amount to ensure funding of the School of Veterinary Medicine's contribution to the annual salary differential.
- f. The annual minimum contribution amount requires assigning a percentage of salary and benefits to a revenue source other than State funds. Minimum contribution amounts are described in the Veterinary Medicine Salary Administration Guidelines.
- g. The Dean of the School of Veterinary Medicine assigns an annual minimum contribution amount to all eligible faculty members to meet the School of Veterinary Medicine's matching contribution. Once the assigned minimum contribution amount is met, a portion of any additional salary savings obtained by assigning salary to non-State fund sources will be distributed to the faculty member's academic department and the faculty member's academic enrichment fund, which includes funds to support the research, teaching or service mission of the university. These funds cannot be used to further supplement the individual faculty member's salary.
- h. The primary sources of revenue that comprise the School of Veterinary Medicine's matching contribution to the Veterinary Medicine Salary Scale are the following: extramural contract and grant funds; clinical services revenue; gifts; and non-patient care consulting income.
- i. Veterinarians who have an academic appointment or are employed by the School of Veterinary Medicine may not engage in the practice of veterinary medicine identified with the individual and in competition with any of the School of Veterinary Medicine's clinical centers.<sup>2</sup>
- j. All faculty participants on the Veterinary Medicine Salary Scale shall sign a binding agreement at the time of appointment, acknowledging that they accept the terms of the annual minimum contribution amount for the salary scale.

#### 675-10 Outside Professional Activities

- a. With the exception of clinical services and outside patient care consulting activities, faculty members paid on the Veterinary Medicine Salary Scale may engage in outside professional activities in accordance with APM-025, Conflict

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<sup>2</sup> The restriction is not based on a geographical area describing the practice limits of the School of Veterinary Medicine's clinical centers, but on the type of patient care (clinical) activity. Clinical activity is defined as patient care based on a veterinarian-client-patient-relationship as defined in the California Veterinary Medicine Practice Act.

~~of Commitment and Outside Activities of Faculty Members~~ APM - 025, Conflict of Commitment and Outside Activities of Faculty Members and Designated Academic Appointees.

- b. Faculty members engaged in outside non-patient care consulting activities may retain no more than \$40,000 per fiscal year once their annual minimum contribution amount is met. The Provost and Executive Vice President may re-evaluate the maximum approval threshold periodically, and adjust the maximum approval threshold for inflation on a periodic basis in accordance with the California Consumer Price Index (CPI). The President shall inform The Regents of any increase to the maximum approval threshold. Any amount earned by a faculty member above \$40,000 per fiscal year shall be returned to the School of Veterinary Medicine to fund its matching contribution to the Veterinary Medicine Salary Scale as outlined in APM - 675-8-h. For details of administration, see the Veterinary Medicine Salary Administration Guidelines.
- c. All faculty members must adhere to [APM - 025](#) guidelines regarding disclosure requirements, specifically prior approval and reporting requirements (See [APM - 025-10-b](#)). For the required annual reporting, faculty are required to report all earnings derived from their outside professional activities permissible under this policy as outlined in APM - 675-10-a.

#### 675-14 Eligibility

- a. Faculty members with a 51% or greater faculty appointment in the School of Veterinary Medicine are eligible to participate in the Veterinary Medicine Salary Scale. Faculty members with a 50% or less faculty appointment in the School of Veterinary Medicine will be paid on the corresponding fiscal year or academic year salary scale for their series. Participation is required for all eligible School of Veterinary Medicine faculty.
- b. The following academic appointees who hold a primary appointment (51% or greater) in the School of Veterinary Medicine will be paid on the Veterinary Medicine Salary Scale:
  - (1) Appointees with titles in the Professorial series, including Acting status, provided their appointments are budgeted entirely or jointly in the School of Veterinary Medicine and its Agricultural Experiment Station component. Faculty with an Agricultural Experiment Station appointment must have a 51% or greater appointment in the School of Veterinary Medicine to be eligible for this salary scale.
  - (2) Appointees with titles in the Professor In-Residence and Adjunct Professor series, provided their appointments are funded from resources (gift funds,

contracts and grants) solely administered by the School of Veterinary Medicine.

(3) Appointees with titles in the Professor of Clinical \_\_\_\_\_ series.

(4) Appointees with titles in the Health Sciences Clinical Professor series.

(5) Appointees with titles in the ~~Lecturer with Security of Employment~~ Professor of Teaching series.

(6) Appointees with Dean or Faculty Administrator titles in the School of Veterinary Medicine with an underlying appointment in an eligible title, subject to additional salary and reporting requirements as defined by the personnel policies governing administrative appointments.

- c. Appointees who are otherwise eligible to be paid on the Veterinary Medicine Salary Scale maintain their eligibility, even if partially funded under a research title (e.g., Professional Research), if they are paid at least 51% time under one of the eligible titles, as noted above in APM - 675-14-b.
- d. Part-time faculty members are eligible to be paid on the Veterinary Medicine Salary Scale if they are appointed 51% or greater in an eligible title as described in APM - 675-14-b.
- e. Faculty members paid on the Veterinary Medicine Salary Scale are not permitted to participate in the Health Sciences Compensation Plan (APM - 670), Participation in the Negotiated Salary Program (APM - 672) or any future compensation or salary plan is predicated on the requirement that faculty first fully meet the minimum contribution requirements specified in APM - 675-8.d, 675 - 8.e, and 675 - 8.j.~~other compensation plans.~~

#### 675-24 Authority

- a. Academic salary scales are issued by the Office of the President. For authority to grant merit increases, see [APM - 610, Salary Increases](#). For authority to appoint and promote, see the appropriate section in [APM Section II, Appointment and Promotion](#). Authority to approve above-scale salary rates rests with the Chancellor.
- b. The President or the President's designee shall review the Veterinary Medicine Salary Administration Guidelines.
- c. Authority to approve salaries beyond the Indexed Compensation Level (ICL) threshold rests with the Provost and Executive Vice President.



- d. Responsibility for Veterinary Medicine Salary Administration rests with the Chancellor.

### **Revision History**

#### July 1, 2025:

- Clarification that faculty members paid on the Veterinary Medicine Salary Scale are not permitted to participate in the Health Sciences Compensation Plan (APM - 670).
- Clarification that participation by faculty members paid on the Veterinary Medicine Salary Scale in the Negotiated Salary Program (APM - 672) or any future compensation or salary plan is predicated on the requirement that faculty first fully meet the minimum contribution requirements specified in APM - 675-8.d, 675 - 8.e, and 675 - 8.
- Technical revision to reflect the change of title of Lecturer With Security of Employment to Professor of Teaching per APM - 285.

#### July 1, 2019:

- First published in the Academic Personnel Manual; replaced the Veterinary Medical School Strict Full-Time Salary Plan approved by the Board of Regents on November 22, 1968.

For details on prior revisions, please visit the policy issuance web page.

**Draft – Salary Administration: APM - 675 - Veterinary Medicine**

**675-0 Policy**

The Veterinary Medicine Salary Administration policy<sup>1</sup> provides eligible faculty with a salary framework distinct from other fiscal-year faculty. The policy recognizes the need for competitive salaries for recruitment and retention of faculty members in the School of Veterinary Medicine when compared with peer schools of veterinary medicine nationally.

Responsibility for issuing current academic salary scales rests with the President or the President’s designee after consultation with the Academic Council and the Chancellors.

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- d. For the School of Veterinary Medicine to meet its matching contribution, each eligible faculty member paid on this salary scale is required to contribute a minimum contribution amount to support the salary differential each year. The minimum contribution amount is set by the Dean of the School of Veterinary Medicine in consultation with the School’s Faculty Executive Committee and is approved by the Chancellor. If participating faculty members collectively do not meet their minimum amounts, the School of Veterinary Medicine will fund the deficit to ensure faculty salaries are fully funded.

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- f. The annual minimum contribution amount requires assigning a percentage of salary and benefits to a revenue source other than State funds. Minimum contribution amounts are described in the Veterinary Medicine Salary Administration Guidelines.
- g. The Dean of the School of Veterinary Medicine assigns an annual minimum contribution amount to all eligible faculty members to meet the School of Veterinary Medicine's matching contribution. Once the assigned minimum contribution amount is met, a portion of any additional salary savings obtained by assigning salary to non-State fund sources will be distributed to the faculty member's academic department and the faculty member's academic enrichment fund, which includes funds to support the research, teaching or service mission of the university. These funds cannot be used to further supplement the individual faculty member's salary.
- h. The primary sources of revenue that comprise the School of Veterinary Medicine's matching contribution to the Veterinary Medicine Salary Scale are the following: extramural contract and grant funds; clinical services revenue; gifts; and non-patient care consulting income.
- i. Veterinarians who have an academic appointment or are employed by the School of Veterinary Medicine may not engage in the practice of veterinary medicine identified with the individual and in competition with any of the School of Veterinary Medicine's clinical centers.<sup>2</sup>
- j. All faculty participants on the Veterinary Medicine Salary Scale shall sign a binding agreement at the time of appointment, acknowledging that they accept the terms of the annual minimum contribution amount for the salary scale.

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[of Commitment and Outside Activities of Faculty Members and Designated Academic Appointees.](#)

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### **Revision History**

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