

# Executive Board

## (Systemwide Senate Review) Proposed New APM - 675, Veterinary Medicine Salary Administration

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Chair of the Assembly of the Academic Senate  
Faculty Representative to the Regents  
University of California  
1111 Franklin Street, 12th Floor  
Oakland, California 94607-5200

August 3, 2018

**SUSAN CARLSON, VICE PROVOST  
ACADEMIC PERSONNEL**

**Re: Proposed New APM 675 (Veterinary Medicine Salary Administration)**

Dear Susan:

As you requested, the proposed new APM 675 was distributed for systemwide review. Seven Academic Senate divisions (UCD, UCI, UCM, UCR, UCSD, UCSB, and UCSF) and two systemwide committees (UCAP and UCFW) submitted comments. These comments were discussed at Academic Council's July 25, 2018 meeting and are attached for your reference. Comments from Senate reviewers were mixed. Several endorsed the new APM section, but several others opposed the creation of a discipline-specific section in a policy manual designed to apply to all or very large sets of faculty members.

We understand that the UC Davis School of Veterinary Medicine (SOVM) requested APM 675 to replace the 1968 salary plan for SOVM faculty, and enable SOVM faculty to earn and retain outside non-clinical income up to \$40,000 annually, similar to faculty in the Health Sciences Compensation Plan (HSCP). We also understand that the 1968 plan supports 15% higher salary scales for SOVM faculty using a combination of state funds and funds pooled from non-state sources; that unlike HSCP faculty members, SOVM faculty members may receive off-scale salary augmentation; and that unlike HSCP faculty members, SOVM faculty members accrue a UCRP entitlement based on their total salary. It seemed to some Council members that the proposed new APM section would inequitably provide the SOVM faculty with the most favorable features of both plans.

Council found that the proposal raises broader questions about the limitations and inconsistencies of the HSCP and inequities experienced by HSCP members. The Council believes that the University would benefit from a more informed and comprehensive study of all health sciences faculty salary issues that includes but is not limited to finding appropriate solutions to salary administration parity for SOVM faculty.

For these reasons, Council declined to endorse the proposed APM section. Hence, I have asked UCFW to work with the Office of Academic Personnel on a plan to study these issues in the 2018-19 academic year. Council emphasized that if a Senate study group is convened to lead this effort, it should include a faculty representative from the SOVM.

Please do not hesitate to contact me if you have any questions.

Sincerely,

A handwritten signature in dark ink, appearing to read "Shane N. White", written over a horizontal line.

Shane N. White, Chair  
Academic Council

Encl.

Cc: Academic Council  
Senate Director Baxter  
Senate Executive Directors



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(530) 752-2220  
academicsenate.ucdavis.edu

July 18, 2018

**Shane White**  
Chair, Academic Council

**RE:** APM-675, Veterinary Medicine Salary Administration

Dear Shane:

The proposed new APM-675 was forwarded to all standing committees of the Davis Division of the Academic Senate. Four committees responded: Academic Personnel Oversight, Planning and Budget, Faculty Welfare, and the Faculty Executive Committee (FEC) of the School of Veterinary Medicine (SVM).

All committees support the proposed policy. As the FEC of SVM notes, "The new proposal aligns the SVM faculty with their faculty colleagues across campus, and hence improves policy consistency across campus in the process."

The Davis Division appreciates the opportunity to comment and the attention given to providing equity in the privileges of UC Davis SVM faculty compared to other faculty members.

Sincerely,

A handwritten signature in cursive script that reads "Rachael E. Goodhue".

Rachael E. Goodhue  
Chair, Davis Division of the Academic Senate  
Professor and Chair, Agricultural and Resource Economics

Enclosed: Davis Division Committee Responses

c: Edwin M. Arevalo, Executive Director, Davis Division of the Academic Senate  
Hilary Baxter, Executive Director, Systemwide Academic Senate  
Michael LaBriola, Principal Policy Analyst, Systemwide Academic Senate

# **CAP Oversight Committee**

**June 11, 2018 4:17 PM**

The Committee on Academic Personnel (CAP) – Oversight Committee has reviewed and discussed the proposed policy. CAP did not identify any issues or concerns and is generally supportive of the proposed policy, which improves consistency across campus.

To: Rachael Goodhue, Chair, Davis Division of the Academic Senate

From: Robert Powell, Chair, Committee on Planning and Budget

Date: June 11, 2018

Re: Committee on Planning and Budget Response to the Request for Consultation: Proposed New APM - 675, Veterinary Medicine Salary Administration

The Committee on Planning and Budget has reviewed the Proposed New Policy APM – 675, Veterinary Medicine Salary Administration and in general was very supportive. The committee acknowledges that the policy in place is out of date and not in accordance with other policies (School of Medicine and UC Davis main campus). The idea that the School of Veterinary Medicine faculty can engage in paid consultation activities outside of their normal compensated faculty duties was acceptable to Committee on Planning and Budget.

Discussion focused on two areas: possibly outside our willingness to provide support for the revised policy, the committee had questions as to details of the Strict Full-Time (SFT) Salary Plan, how much revenue is acquired from various sources within School of Veterinary Medicine to support it, and how much its total cost is. The second set of discussion items were that perhaps this policy doesn't go far enough. Other faculty outside Health Sciences (e.g. Economics) are allowed to engage in activities without a \$40,000 cap, or are subject to a cap of a certain number of days. We recognize that this School of Veterinary Medicine policy is complying with system-wide policy but suggest that School of Veterinary Medicine may do better (and allow greater flexibility for its faculty) if they adopt the same policy that all campus uses for 11 month appointments and not aim to match School of Medicine policy.

June 05, 2018

To: Rachael Goodhue, Chair, Davis Division of the Academic Senate

Re: RFC: Proposed New APM - 675, Veterinary Medicine Salary Administration

The Faculty Welfare Committee reviewed the proposed new APM – 675, Veterinary Medicine Salary Administration and did not find any concerns with the newly proposed APM. Overall, the committee felt that this request was reasonable and aligned with other types of Salary Administration.

# **FEC: School of Veterinary Medicine**

**June 20, 2018 3:52 PM**

As one might expect, the SVM FEC is very supportive of the proposed new APM - 675. The SVM SFT Salary plan is 50 years old and as such, anachronistic and definitely in need of review and revision. The new proposal aligns the SVM Faculty with their faculty colleagues across Campus, and hence improves policy consistency across campus in the process.



July 17, 2018

Shane White, Academic Council  
1111 Franklin Street, 12<sup>th</sup> Floor  
Oakland, CA 94607-5200

**RE: Systemwide Senate Review of Proposed New APM 675, Veterinary Medicine Salary Administration**

Dear Shane,

The Irvine Division received no specific comments from our colleagues in the Health Sciences on the proposed content of the new APM 675, Veterinary Medicine Salary Administration. Nonetheless, we are concerned about the generation of a new APM for a single discipline and the precedent this potentially sets for the APM, which is designed to apply to all faculty or a large subset of faculty.

The Irvine Division appreciates the opportunity to comment.



Maria Pantelia, Chair  
Academic Senate, Irvine Division

C: Linda Cohen, Chair-Elect, Academic Senate, Irvine Division  
Hilary Baxter, Executive Director, Academic Senate  
Natalie Schonfeld, Executive Director, Academic Senate, Irvine Division  
Laura Gnesda, Analyst, Academic Senate, Irvine Division



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OFFICE OF THE ACADEMIC SENATE  
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**JUNE 11, 2018**

**SHANE WHITE, CHAIR, ACADEMIC COUNCIL**

**RE: PROPOSED NEW APM – 675, VETERINARY MEDICINE SALARY ADMINISTRATION**

Dear Chair White:

The Merced Division thanks you for the opportunity to opine, but declines to comment.

Although UC Merced does not have a Veterinary School, the proposed new APM - 675, Veterinary Medicine Salary Administration, was distributed for comment to the standing committees of the Merced Division of the Academic Senate and the school executive committees with the understanding that matters of faculty salary may be of interest to the faculty at large. No comments were received.

Sincerely,

A handwritten signature in black ink, appearing to read "Susan Amussen".

Susan Amussen, Chair  
Division Council

CC: Divisional Council  
Hilary Baxter, Executive Director, Systemwide Academic Senate  
Laura Martin, Executive Director, Merced Senate Office  
Senate Office

Encl (2)

# UNIVERSITY OF CALIFORNIA, RIVERSIDE

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CHAIR, ACADEMIC SENATE  
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DYLAN RODRIGUEZ  
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June 20, 2018

Shane White, Chair, Academic Council  
1111 Franklin Street, 12th Floor  
Oakland, CA 94607-5200

**RE:** Proposed New APM - 675, Veterinary Medicine Salary Administration

Dear Shane:

Attached you will find the UCR Division's standing committee consultation on the Proposed New APM - 675, Veterinary Medicine Salary Administration. The campus review did not yield additional comment on this matter, as it generally does not have a direct effect on our campus.

Peace,

A handwritten signature in dark ink, appearing to read "DR", with a stylized flourish.

Dylan Rodríguez  
Professor of Media & Cultural Studies and Chair of the Riverside Division

CC: Hilary Baxter, Executive Director of the Academic Senate  
Cherysa Cortez, Executive Director of UCR Academic Senate Office



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June 12, 2018

Professor Shane White  
Chair, Academic Senate  
University of California  
1111 Franklin Street, 12<sup>th</sup> Floor  
Oakland, California 94607-5200

SUBJECT: Proposed APM 675, Salary Administration – Veterinary Medicine

Dear Shane:

The proposed new Academic Personnel Manual 675, Salary Administration - Veterinary Medicine, was distributed to San Diego Divisional standing committees and our Divisional Health Sciences Faculty Council for review. No substantive comments were received. The San Diego Divisional Senate prefers to defer to the judgement of the Davis Divisional Senate, as Davis has a School of Veterinary Medicine and would be better able to provide feedback on the proposal.

Sincerely,

Farrell Ackerman, Chair  
Academic Senate, San Diego Division

cc: H. Baxter R. Horwitz R. Rodriguez

# UNIVERSITY OF CALIFORNIA, SANTA BARBARA

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(805) 893-4511  
<http://www.senate.ucsb.edu>  
Henning Bohn, Chair

TO: Shane White, Chair  
Academic Council

FROM: Henning Bohn, Chair   
Santa Barbara Division of the Academic Senate

RE: Proposed New APM Section 675 - Veterinary Medicine Salary Administration

UCSB's Committee on Academic Personnel (CAP) was asked to review proposed new APM section 675 on behalf of the Division. Initially CAP chose not to opine on this issue. After reviewing it further, the Committee submitted a subsequent response stating that its members are opposed to the creation of a separate section in the APM for a single discipline. Although UCSB does not have major professional schools, this is a matter of principle for the academic personnel review process of the University of California.

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David Teitel, MD, Chair  
Sharmila Majumdar, PhD, Vice Chair  
Vineeta Singh, MD, Secretary  
Jae Woo Lee, MD, Parliamentarian

July 17, 2018

Shane White, PhD  
Chair, Academic Council  
Systemwide Academic Senate  
University of California Office of the President  
1111 Franklin St., 12th Floor  
Oakland, CA 94607-5200

Re: Proposed New Academic Personnel Manual (APM) Section 675,  
Veterinary Medicine Salary Administration

Dear Shane,

The San Francisco Division of the Academic Senate recently reviewed the proposed APM 675, with our Committee on Academic Personnel providing the enclosed letter. On the whole, our Division found it problematic on a number of levels. As noted in the cover letter of the review, this "new policy is responsive to the UC Davis School of Veterinary Medicine's (SOVM) request to modify the current Veterinary Medical School Strict Full-Time (SFT) Salary Plan, as approved by the UC Board of Regents in 1968, to allow SOVM faculty to retain income derived from nonclinical outside professional activities up to a threshold amount for \$40,000 annually per SOVM faculty member."

First, in general, APMs are not written to have specific disciplinary sections; APMs are general policies that are intended to apply to all faculty (or large groups of faculty). For example, APM 670 (the Health Sciences Compensation Plan or HSCP) applies to all Health Sciences faculty regardless of discipline, department, or School. In this case, a separate APM is being drafted for a single discipline. This seems to be a departure from the APM guidelines (stated or unstated). If taken to the extreme, this would soon make the APM unmanageable.

In short, APM 675 would allow veterinary faculty to earn and retain non-clinical compensation, as is possible for other faculty in the professorial ranks. As such, it seems to mix APM 025 (time thresholds) and APM 671 (earnings limits). Rather than creating their own APM, it would make more sense just to add the veterinarians to the HSCP. Failing that, if the 1968 Salary Program were rescinded, veterinarians could retain a separate salary scale (like engineering or business) and follow APM 025; or become an HSCP member and follow APM 670/671 if they can follow the restrictions on the use of State funds.

Finally, it should be noted that many of the rationales cited for this new APM (e.g., the disadvantages to veterinarians) do not universally apply to HSCP faculty either. For example, the proposal states that currently SOVM faculty do not receive additional compensation via Y and/or Z payments. Actually, this is also true of many HSCP faculty members. Second, it is noted that SOVM faculty would not be able to generate sufficient income to support Y and/or Z because clinical revenue in their field is less than that of so-called "human medicine". Once again, this is the case for faculty in UCSF's School of Nursing, who are also under the HSCP.

Thank you for the opportunity to review the newly proposed APM 675. If you have any questions, please let me know.

Sincerely,

A handwritten signature in black ink, appearing to read "D. Teitel". The signature is fluid and cursive, with a large initial "D" and a stylized "Teitel".

David Teitel, MD, 2017-19 Chair  
UCSF Academic Senate

Encl. (1)

CC: UCSF Committee on Academic Personnel Chair Jeffrey Critchfield, MD

June 27, 2018

David Teitel, MD, Chair  
Academic Senate  
500 Parnassus, MUE 231  
San Francisco, CA 94143

Re: Communication from Committee on Academic Personnel (CAP) on Proposed APM – 675, Veterinary Medicine

Dear Senate Chair Teitel:

The Committee on Academic Personnel reviewed the proposed *APM 675 – Veterinary Medicine Salary Administration* on Wednesday, June 13, 2018. Committee members found reviewed materials problematic and raised broader systemwide issues that CAP would encourage both the Division and systemwide Senate to analyze and develop other solutions for, prior to a vote being initiated.

Per the cover letter, this “new policy is responsive to the UC Davis School of Veterinary Medicine’s (SOVM) request to modify the current Veterinary Medical School Strict Full-Time (SFT) Salary Plan, as approved by the UC Board of Regents in 1968, to allow SOVM faculty to retain income derived from non-clinical outside professional activities up to a threshold amount for \$40,000 annually per SOVM faculty member.”

CAP recognizes that in order for SOVM to modify the 1968 SFT Salary Plan, it would require a Regental Item which might result in the rescinding of the plan. However the proposal put forth – a mix of APM 025 and campus-imposed limits on earnings up to \$40K annually – opens the door to future issues should either this APM section or campus-imposed limits change, requiring complex and unique solutions be developed for just one discipline.

Introducing discipline-specific APM sections makes the Academic Personnel Manual itself unwieldy. The APM document was authored to have general policies which apply to all faculty. While some APMs may not be a perfect fit for some disciplines, the principles remain constant and equitably applied. Further, if a discipline-specific APM is supported for Veterinary Medicine, why shouldn’t such an APM exist for every discipline? Such special treatment goes against the intention of the APM.

Members of the Committee on Academic Personnel saw three other solutions which could be explored:

- SOVM could join Business/Economics/Engineering Salary Plan and follow APM 025 (with a campus restriction on the amount of earnings); or,
- SOVM could become a Health Sciences Compensation Plan (HSCP) school and abide by APM 670/671 if they can follow the restrictions on use of state funds; or
- Leave the current salary plan as is.

Either of these options is preferable to the creation of a discipline-specific APM section. Of the above three, members of the CAP Committee prefer that SOVM join the HSC Plan.

We look forward to a robust conversation on this topic.



Sincerely,

**Committee on Academic Personnel**

Jeffrey Critchfield, MD, Chair  
David Lovett, MD, Vice Chair  
Mary Helen Barcellos-Hoff, PhD  
Lundy Campbell, MD  
Pamela Den Besten, DDS  
Patrick Finley, PharmD  
Mallory Johnson, PhD  
Dorothy Porter, PhD  
David Saloner, PhD  
Margaret Wallhagen, RN, PhD, FAAN

Cc: Brian Alldredge, PharmD, Vice Provost, Academic Affairs  
Cynthia Leathers, MD, Assistant Vice Provost, Academic Affairs



UNIVERSITY COMMITTEE ON FACULTY WELFARE (UCFW)  
Roberta Rehm, Chair  
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July 17, 2018

**SHANE WHITE, CHAIR  
ACADEMIC COUNCIL**

**RE: Proposed New APM Section 675 (Veterinary Medicine Salary Administration)**

Dear Shane,

The University Committee on Faculty Welfare (UCFW) has discussed the proposed new APM Section 675 (Veterinary Medicine Salary Administration). UCFW supports the effort, but includes one important caveat.

The proposed new Academic Personnel Manual (APM), Section 675, Veterinary Medicine Salary Administration (APM 675) would replace a 50 year old Salary Plan and Scale for School of Veterinary Medicine (SOVM) faculty. The crux of this new section in the APM is, first, to place salary administration for Veterinary Medicine in the APM, as is the case for all other faculty compensation issues. More germane to review is that the APM 675 plan would allow “faculty in SOVM an opportunity to earn and retain outside non-clinical compensation as is possible for other faculty in the professional ranks.” To wit, at least 51% time faculty in SOVM engaged in non-University non-patient care consulting activities may retain \$40,000 (and no more than \$40,000) per fiscal year from these activities. This \$40,000 is retained after their “annual minimum contribution amount” is met toward SOVM for their salary subsidy; the salary subsidy allots an “annual salary differential above the scales for fiscal year ladder rank faculty.”


This new APM section brings faculty of SOVM under the same types of Salary Administration policies as faculty governed by the Health Sciences Compensation Plan (HSCP). Simply moving Veterinary Medicine faculty into the HSCP section of the APM with small text changes is not possible for two reasons: One, state funding is used by SOVM to supplement base salary above fiscal year salary scales; state funds cannot be used in this type of supplementation in the HSCP members. Two, HSCP members have “Y” and “Z” components; SOVM would not be able to generate sufficient net income to support “Y” and “Z” because clinical revenue is lower in veterinary medicine than human medicine. Thus, a new APM section specific to Veterinary Medicine Salary Administration is warranted. It essentially brings parity in salary administration between HSCP and Veterinary Medicine faculty, specifically in now allowing SOVM faculty to earn up to \$40,000 per fiscal year in non-clinical professional activity.

The new Salary Administration policy also makes clear that whatever above this \$40,000 might be garnered by the SOVM faculty goes to SOVM, a policy that appears to be the same as for HSCP members and their professional schools.

However, all SOVM faculty would be required to participate in the Veterinary Medicine Salary Scale and to contribute a minimum dollar amount annually to support the overall collective salary differential. This minimum is determined and assigned solely by the dean of SOVM. Since the best interests of faculty are paramount in deciding this minimum contribution, a procedure by which faculty have input into this decision and/or a process for appealing the assigned contribution should be codified in APM 675.

Thank you for helping to advance our shared goals.

Sincerely,

A handwritten signature in black ink, reading "Roberta S. Rehm". The signature is fluid and cursive, with the first name "Roberta" and last name "Rehm" clearly legible, and a middle initial "S." in between.

Roberta Rehm, UCFW Chair

Copy:       UCFW  
              Hilary Baxter, Executive Director, Academic Senate



UNIVERSITY COMMITTEE ON ACADEMIC PERSONNEL (UCAP)  
Michelle Yeh, Chair  
mmyeh@ucdavis.edu

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May 31, 2018

SHANE WHITE, CHAIR  
ACADEMIC COUNCIL

**RE: PROPOSED NEW APM - 675, VETERINARY MEDICINE SALARY ADMINISTRATION**

Dear Shane,

UCAP reviewed the proposed new APM - 675, Veterinary Medicine Salary Administration during our meeting on May 9th. UCAP has no objections to the proposed policy.

The proposed change in policy allows SVM faculty to do non-patient consulting and retain the income to the extent provided for other UC Health Sciences faculty. The new policy improves consistency across campus while preserving the unique aspects of the SVM salary scale. It also may incentivize faculty to develop valuable consultative relationships that could benefit the School.

The committee appreciates the opportunity to comment on this matter.

Sincerely,

A handwritten signature in purple ink that reads "Michelle Yeh".

Michelle Yeh, Chair  
UCAP



OFFICE OF THE VICE PROVOST --  
ACADEMIC PERSONNEL

OFFICE OF THE PRESIDENT  
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May 3, 2018

CHANCELLORS  
LABORATORY DIRECTOR WITHERELL  
ACADEMIC COUNCIL CHAIR WHITE  
ANR VICE PRESIDENT HUMISTON

**Re: Systemwide Review of Proposed New Academic Personnel Manual (APM), Section 675,  
Veterinary Medicine Salary Administration (APM - 675)**

Dear Colleagues:

Enclosed for systemwide review is proposed new Academic Personnel Manual Section 675 (APM - 675), Veterinary Medicine Salary Administration. The proposed new policy is responsive to the UC Davis School of Veterinary Medicine's (SOVM) request to modify the current Veterinary Medical School Strict Full-Time (SFT) Salary Plan, as approved by the UC Board of Regents in 1968, to allow SOVM faculty to retain income derived from non-clinical outside professional activities up to a threshold amount of \$40,000 annually per SOVM faculty member. Any proposed changes to the current SFT Salary Plan will be submitted to the UC Board of Regents for approval.

### **Background**

The UC Board of Regents approved the existing SFT Salary Plan and SFT Salary Scale for certain UC Davis SOVM faculty on November 22, 1968. The 1968 SFT Salary Plan established a salary scale for SOVM faculty that is approximately 15% higher than the base salary scale for Professors, with half of the 15% increment paid by the University and the other half contributed by the SOVM from non-State funding sources. The SFT Salary Plan has been the basis of salary for the SOVM since 1968. The proposed new APM policy would place salary administration for Veterinary Medicine in the APM as is the case for all other faculty compensation issues.

One goal of the proposed APM policy is to allow faculty in SOVM an opportunity to earn and retain outside non-clinical compensation as is possible for other faculty in the professorial ranks. Unlike the Health Sciences Compensation Plan (HSCP) where there are "Y" and "Z" compensation components of a faculty member's salary, SOVM faculty do not receive additional compensation in this manner. The existing SFT Salary Plan currently only allows SOVM faculty to retain small honoraria, royalties from patent licenses in accordance with UC policy, or compensation from teaching UC Extension courses (under APM - 025). However, faculty in the HSCP at UC campuses are able to earn and retain additional outside non-clinical compensation, in addition to their UC salary up to a threshold amount of \$40,000, as outlined in APM - 671. The outside income of general campus faculty is governed by APM - 025. Table 1 below compares eligible compensation by faculty type.

**Table 1: Outside Compensation Options by Faculty Type**

Faculty Type	Off-Scale Compensation Possible?	Y or Z Negotiated Components Possible?	Ability to earn outside compensation (APM - 025/671)	Potential for additional outside income within APM - 025/671
General Campus	Yes	No	Yes	No limit on dollar amount
Business, Economics, & Engineering	Yes	No	Yes	No limit on dollar amount
SOVM	Yes	No	No	Not currently eligible
HSCP	No	Yes	Yes	Ranges from \$0-\$20k-\$40k (plus possibility for additional amount in a Z payment)

### **Rationale for Proposed New APM - 675, Veterinary Medicine Salary Administration**

Proposed new APM - 675 permits SOVM faculty to retain limited compensation from non-clinical outside professional activities in accordance with APM - 025. This is in alignment with the privileges of faculty members in other UC schools and colleges, including those in the HSCP. The new policy would increase equity in compensation by treating SOVM faculty in a way that is more consistent with that of other UC faculty and peer veterinary medical schools. Peer veterinary medicine schools permit faculty to conduct non-patient care consulting and to retain the fees derived from these activities without limit.

Currently, consulting fees contribute to less than 1% of the \$1.2 million per year required to fund the SOVM's component of the SFT Salary Plan. The low contribution of consulting income to the SFT Salary Plan reflects the weak incentives that SOVM faculty currently have to build outside professional relationships that can benefit the SOVM.

While considering whether the existing SFT Salary Plan compensation principles could be addressed by minimal text changes under the HSCP, APM - 670, it became clear that the state fund restrictions integral to the HSCP make this option unworkable, since state funding is used by the SOVM to supplement the portion of base salary that exceeds the fiscal year salary scales.<sup>1</sup> Another reason that the HSCP is not a viable option for SOVM faculty is because the SOVM would not be able to generate sufficient net income to support the "Y" and "Z" components of the HSCP since the potential for clinical revenue in veterinary medicine is far less than that in human medicine.

### **Policy Principles**

**Eligibility.** Faculty members who hold a 51% or greater appointment in the SOVM are eligible to be paid under the salary framework described in the proposed new policy. Participation in the salary framework is required for all eligible SOVM faculty. In addition, faculty members paid on the Veterinary Medicine Salary Scale are not permitted to participate in other compensation plans.

**Salary Differential and Contribution.** SOVM faculty participants on the Veterinary Medicine Salary Scale will receive an annual salary differential above the scales for fiscal year ladder rank faculty. The funding of this annual salary differential is generated from two sources: 50% from a State funds contribution; and 50% from a SOVM matching contribution. As part of the SOVM's matching contribution, each eligible SOVM faculty member is required to contribute a minimum contribution amount to support the SOVM's portion of salary differential each year. The faculty member's minimum contribution amount is set by the Dean of the School of Veterinary Medicine and is approved by the Chancellor.

<sup>1</sup> HSCP: "No State funds shall be used for the portion of base salary that exceeds the Fiscal Year Salary Scales for the Plan member's rank and step or for optional University additional compensation..." [APM - 670-18-a(3)]

Outside Professional Activities. SOVM faculty paid on the Veterinary Medicine Salary Scale may engage in non-clinical and non-patient care outside professional activities. To ensure consistency with the other UC health sciences professional schools and APM - 671, no SOVM faculty member may retain more than \$40,000 per year in earnings from non-patient outside professional activities. Additionally, SOVM faculty members who choose to engage in outside non-patient care consulting activities must do so in accordance with APM - 025, Conflict of Commitment and Outside Activities of Faculty Members. The current reporting requirements of APM - 025 will govern the oversight of such outside activities and will provide assurance that the SOVM faculty will remain fully engaged with their work for the University.

UCOP Review. Proposed language in the policy requires that the UCOP Provost and Executive Vice President review the Veterinary Medicine Salary Administration Guidelines once the policy is approved.

### **Next Steps/Implementation**

The UCOP Academic Personnel and Programs (APP) office will work with UC Davis to address any comments, questions, or request for revisions that are received during the systemwide review period. Should the new policy be recommended for approval by the President, it will go to the UC Board of Regents for approval and for the rescinding of the 1968 Regents SFT Salary Plan.

### **Systemwide Review**

Systemwide review is a public review distributed to the Chancellors, the Director of the Lawrence Berkeley National Laboratory, the Chair of the Academic Council, and the Vice President of Agriculture and Natural Resources requesting that they inform the general University community, especially affected employees, about policy proposals. Systemwide review also includes a mandatory, 90-day full Senate review.

Employees should be afforded the opportunity to review and comment on the draft policy, available online at <https://www.ucop.edu/academic-personnel-programs/academic-personnel-policy/policies-under-review/index.html>. Attached is a Model Communication which may be used to inform non-exclusively represented employees about these proposals. The Labor Relations Office at the Office of the President is responsible for informing the bargaining units representing union membership about policy proposals.

We would appreciate receiving your comments no later than **August 1, 2018**. Please submit your comments to [ADV-VPCARLSON-SA@ucop.edu](mailto:ADV-VPCARLSON-SA@ucop.edu). Please indicate "Veterinary Medicine Salary Administration (APM - 675)" in the subject line. If you have any questions, please contact Kimberly Grant at [Kimberly.Grant@ucop.edu](mailto:Kimberly.Grant@ucop.edu) or (510) 987-9499.

Sincerely,



Susan Carlson  
Vice Provost  
Academic Personnel and Programs

Enclosures: Proposed New APM - 675, Veterinary Medicine Salary Administration  
Model Communication

May 3, 2018

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cc: President Napolitano  
Provost and Executive Vice President Brown  
Executive Vice Chancellors/Provosts  
Executive Vice President and Chief Operating Officer and Chief of Staff Nava  
Executive Vice President Stobo  
Senior Vice President Bustamante  
Vice President Duckett  
Vice President Ellis  
Vice Provosts/Vice Chancellors of Academic Affairs/Personnel  
Dean Lairmore  
Executive Associate Dean Pascoe  
Executive Assistant Dean McNally  
Academic Personnel Directors  
Deputy General Counsel Woodall  
Executive Director Baxter  
Executive Director Chester  
Executive Director Peterson  
Chief of Staff and Director Henderson  
Chief of Staff Levintov  
Director Grant  
Director Lee  
Manager Donnelly  
Manager Smith  
HR Manager Crosson  
Policy Analyst Ha



**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 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.
- 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

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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.

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 of Commitment and Outside Activities of Faculty Members](#).

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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.

- 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). 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 series.
- 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 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.