



SYSTEMWIDE ACADEMIC PERSONNEL
FACULTY AFFAIRS AND ACADEMIC PROGRAMS

OFFICE OF THE PRESIDENT
1111 Franklin Street, 10th Floor
Oakland, California 94607-5200

January 9, 2025

CHANCELLORS
ACADEMIC COUNCIL CHAIR STEVEN CHEUNG
LABORATORY DIRECTOR MICHAEL WITHERELL
ANR VICE PRESIDENT GLENDA HUMISTON

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

Dear Colleagues:

Enclosed for systemwide review are proposed revisions to Academic Personnel Manual (APM) Section 675, Veterinary Medicine Salary Administration (APM - 675). The policy revisions respond to the need to revise APM - 675 to clarify that the language that currently prohibits faculty members paid on the Veterinary Medicine Salary Scale from participating in other compensation plans applies to the Health Sciences Compensation Plan (HSCP). [APM - 670](#), the Health Sciences Compensation Plan (HSCP), prohibits the use of state funds for the portion of base salary that exceeds the fiscal-year salary scale. This provision is incompatible with HSCP participation by faculty paid on the Veterinary Medicine Salary Scale, as the UC Davis School of Veterinary Medicine (SVM) uses state funding to supplement the portion of base salary that exceeds the fiscal-year salary scale, as required by policy. The proposed revisions to APM - 675 would allow faculty members paid on the Veterinary Medicine Salary Scale to participate in the Negotiated Salary Program ([APM - 672](#)) and would clarify the circumstances under which SVM faculty members may participate in the Negotiated Salary Program (NSP) or any future compensation or salary plan.

Background

The Veterinary Medicine Salary Administration policy describes the salary scale from which faculty in the UC Davis SVM are compensated. In addition, the policy permits SVM faculty to engage in non-patient care consulting with an outside income limit of \$40,000 per year. Veterinary Medicine faculty are required to make an annual contribution to their salary on the Veterinary Medicine Salary Scale. This annual contribution is currently \$10,000. APM - 675 does not contain a provision allowing faculty in Veterinary Medicine to earn income through additional clinical caseload or extramural contracts or grants, thus precluding them from earning more than their scale and off-scale salaries. Under current policy, the UC Davis School of Veterinary Medicine is the only academic unit at UC Davis that does not allow faculty to generate any outside income. The restrictive language in current policy barring participation in all other compensation plans is detrimental to SVM faculty recruitment and retention efforts, as the only mechanism by which the SVM can attempt to bridge the gap

between SVM salaries and market salaries is through the payment of extremely high off-scale salary components, which is not sustainable.

Key Policy Provisions

The proposed policy revisions include the following key provisions:

- 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.

Systemwide Review

Systemwide review is a public review distributed to the Chancellors, the Chair of the Academic Council, the Director of the Lawrence Berkeley National Laboratory, 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 policies, available on the [Systemwide Academic Personnel website](#). Attached is a Model Communication which may be used to inform non-exclusively represented employees about these proposals. The Systemwide Labor Relations 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 **April 9, 2025**. Please submit your comments to SystemwideAP-PolicyReviewComments@ucop.edu. If you have any questions, please contact Rebecca Woolston at rebecca.woolston@ucop.edu.

Sincerely,



Amy K. Lee
Deputy Provost
Systemwide Academic Personnel



Douglas M. Haynes
Interim Vice Provost
Faculty Affairs and Academic Programs

Enclosures:

- 1) Draft APM - 675, Veterinary Medicine Salary Administration (clean copy)
- 2) Draft APM - 675, Veterinary Medicine Salary Administration (tracked-changes copy)
- 3) Model Communication

January 9, 2025

Page 3

cc: President Drake
Provost and Executive Vice President Newman
Executive Vice Chancellors/Provosts
Executive Vice President and Chief Operating Officer Nava
Executive Vice President Rubin
Senior Vice President and Chief Compliance Officer Bustamante
Vice President Brown
Vice President and Chief of Staff Kao
Interim Vice Provost Haynes
Vice President Gullatt
Vice President Lloyd
Vice President Maldonado
Academic Council Vice Chair Palazoglu
Vice Provosts/Vice Chancellors for Academic Affairs/Personnel
Deputy General Counsel Woodall
Assistant Vice Provosts/Assistant Vice Chancellors for Academic Personnel
Associate Vice President Matella
Associate Vice President McRae
Chief Policy Advisor McAuliffe
Executive Director Anders
Executive Director Lin
Acting Chief of Staff Garber
Deputy Chief HR Officer and Chief of Staff Henderson
Chief of Staff Levintov
LBL Chief Human Resources Officer Crosson
Principle Counsel Mastro
Director Chin
Director Weston-Dawkes
Associate Director Woolston
Assistant Director LaBriola
Policy Analyst Durrin
Policy Analyst Miller
Policy Analyst Wilson