



Shane N. White
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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 black 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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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, 12th 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 cursive script, 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)

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CHAIR, ACADEMIC SENATE
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DYLAN RODRIGUEZ
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RIVERSIDE, CA 92521-0217
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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 black ink, appearing to read "DR", written over a light blue horizontal line.

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, 12th 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,

A handwritten signature in black ink, appearing to read "Farrell Ackerman".

Farrell Ackerman, Chair
Academic Senate, San Diego Division

cc: H. Baxter R. Horwitz R. Rodriguez

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<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 long, sweeping tail.

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 that reads "Roberta S. Rehm". The signature is written in a cursive style with a long, sweeping underline.

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