



—  
Steven W. Cheung  
Chair, Assembly of the  
Academic Senate  
Faculty Representative,  
UC Board of Regents  
Academic Senate

Office of the President  
1111 Franklin Street  
Oakland, CA 94607

[senate.universityofcalifornia.edu](http://senate.universityofcalifornia.edu)

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April 7, 2025

Douglas Haynes  
Interim Vice Provost, Faculty Affairs and Academic Programs

Amy K. Lee  
Deputy Provost, Systemwide Academic Personnel

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

Dear Interim Vice Provost Haynes and Deputy Provost Lee,

As requested, I distributed for systemwide Academic Senate review the proposed revisions to Academic Personnel Manual (APM) – 675, clarifying that faculty on the Veterinary Medicine Salary Scale may not participate in the Health Sciences Compensation Plan and specifying the conditions under which they may participate in the Negotiated Salary Program or future compensation plans.

Eight Academic Senate divisions and one systemwide Senate committee ([UCPB](#)) submitted comments. These were discussed at the Academic Council’s April 2, 2025 meeting, and the compiled feedback is attached for your reference.

The Academic Senate supports the proposed revisions, finding them clearly articulated and well-justified.

Thank you for the opportunity to opine. Please do not hesitate to contact me if you have any questions.

Sincerely,

Steven W. Cheung  
Chair, Academic Council

Encl.

cc: Academic Council  
Associate Director Woolston  
Senate Division Executive Directors  
Senate Executive Director Lin



320 STEPHENS HALL  
UNIVERSITY OF CALIFORNIA

March 18, 2025

STEVEN CHEUNG  
Chair, Academic Senate

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

Dear Chair Cheung,

On March 10, 2025, the Divisional Council (DIVCO), the executive body of the Berkeley Division of the Academic Senate, discussed the proposed revisions to the *Academic Personnel Manual (APM) Section 675, Veterinary Medicine Salary Administration*. Discussion was informed by written comments from the committees on Budget and Interdepartmental Relations (BIR); Research (COR); Diversity, Equity, and Campus Climate (DECC); and Faculty Welfare (FWEL).

DIVCO supports the proposed revisions, which would enable faculty members on the Veterinary Medicine Salary Scale to take part in the Negotiated Salary Program and provide clarity on the conditions under which they may participate in that or any future compensation or salary plans.

Thank you for the opportunity to review and comment.

Sincerely,

A handwritten signature in black ink, appearing to read 'Mark Stacey'.

Mark Stacey  
Vice Chair, Berkeley Division of the Academic Senate

Enclosures

cc: Amani Nuru-Jeter, Chair, Berkeley Division of the Academic Senate  
Jocelyn Surla Banaria, Executive Director, Berkeley Division of the Academic Senate  
Samuel Otter, Chair, Committee on Budget and Interdepartmental Relations  
Abby Dernburg, Chair, Committee on Research  
Thomas Philip, Chair, Committee on Diversity, Equity, and Campus Climate  
J. Keith Gillless, Co-Chair, Committee on Faculty Welfare  
Nancy Wallace, Co-Chair, Committee on Faculty Welfare  
William Lynch, Manager, Committee on Budget and Interdepartmental Relations  
Patrick Allen, Academic Senate Analyst, Committees on Research & Faculty Welfare  
Linda Corley, Academic Senate Analyst, Committee on Diversity, Equity, and Campus Climate

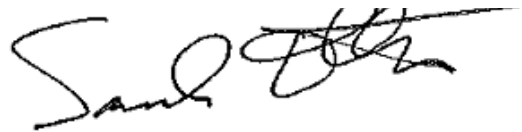
March 6, 2025

CHAIR AMANI NURU-JETER  
BERKELEY DIVISION OF THE ACADEMIC SENATE

RE: Proposed Revisions to APM-675, Veterinary Medicine Salary Administration

As requested, we hereby provide comments on the proposed revisions to APM-675, Veterinary Medicine Salary Administration. As is customary, our comments are restricted to those areas that fall within our purview.

The proposed revisions to APM-675 seem to us a reasonable set of changes that would allow faculty members paid on the Veterinary Medicine Salary Scale to participate in the Negotiated Salary Program and would clarify the circumstances under which those faculty members may participate in that program or in future compensation or salary plans.

A handwritten signature in black ink, appearing to read "Samuel Otter", with a long horizontal flourish extending to the right.

Samuel Otter  
Chair

SO/cm



320 STEPHENS HALL  
UNIVERSITY OF CALIFORNIA

March 03, 2025

CHAIR AMANI NURU-JETER  
Academic Senate

*Re: Proposed Revisions to APM - 675, Veterinary Medicine Salary Administration*

Dear Chair Nuru-Jeter,

On February 13, 2025, the Committee on Research (COR) discussed the Proposed Revisions to APM - 675, Veterinary Medicine Salary Administration.

These proposed revisions address policies governing faculty compensation at the University of California, Davis, School of Veterinary Medicine. UC Berkeley does not have a medical school or graduate health science programs other than MPH programs, the UC Berkeley-UCSF Joint Medical Program, and the School of Optometry (which is not currently represented on COR). Thus, COR members at UCB likely have less insight into the compensation structure for faculty in Veterinary Medicine than faculty at UC campuses with programs in Medicine, Dentistry, Pharmacy, Nursing, or similar disciplines. We thus hope that our counterparts at UC Davis and other campuses with more analogous programs and structures will scrutinize the language and details of this proposed policy revision with an eye to identifying potential ambiguities, conflicts, and unforeseen consequences.

Per the Cover Letter from the Systemwide Academic Personnel office, “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.”

COR has some fundamental reservations about the NSP, which we previously communicated to DIVCO and were forwarded to UCOP. To summarize: we are concerned that the NSP will further exacerbate inequities in faculty salaries, and that it may drive UC faculty salaries to become less rather than more competitive overall. These issues have become even more pressing since the federal government has recently moved to curtail key sources of funding that might have enabled faculty to take advantage of the NSP, such as grants from NIH, NSF, and USAID. However, given that this program is being implemented on all UC campuses despite our reservations and those of many other stakeholders, we support the ability of faculty in Veterinary Medicine to participate in

this and other compensation programs as fully as faculty in any other graduate program or discipline.

We appreciate the opportunity to weigh in on these matters.

Regards,

A handwritten signature in cursive script that reads "Abby Dernburg". The signature is written in black ink and is positioned above the typed name.

Abby Dernburg, Chair  
Committee on Research

AD/pgs



February 24, 2025

PROFESSOR AMANI NURU-JETER  
Chair, 2024-2025 Berkeley Division of the Academic Senate

*Re: DECC's Comments on Systemwide Review of Proposed Revisions to APM - 675,  
Veterinary Medicine Salary Administration*

The Committee on Diversity, Equity, and Campus Climate (DECC) reviewed the Proposed Revisions to APM – 675, Veterinary Medicine Salary Administration. DECC supports the revisions and did not have any comments.

Sincerely,

A handwritten signature in black ink, appearing to read 'Thomas Philip', enclosed within a large, loopy oval scribble.

Thomas Philip  
Chair, Committee on Diversity, Equity, and Campus Climate

TP/lc



320 STEPHENS HALL  
UNIVERSITY OF CALIFORNIA

February 28, 2025

CHAIR AMANI NURU-JETER  
Academic Senate

*Re: Proposed Revisions to APM - 675, Veterinary Medicine Salary Administration*

Dear Chair Nuru-Jeter,

On February 24, 2025, the Committee on Faculty Welfare (FWEL) reviewed the proposed revisions to Academic Personnel Manual (APM) Section 675, Veterinary Medicine Salary Administration (APM - 675). After careful consideration, we would like to inform you that FWEL has no objections to the proposed policy revisions.

The revisions clarify that faculty on the Veterinary Medicine Salary Scale cannot participate in the Health Sciences Compensation Plan (HSCP) and outline conditions for participation in the Negotiated Salary Program. These changes ensure alignment with current policies and funding requirements.

We appreciate the opportunity to review these changes.

Regards,

A handwritten signature in blue ink that reads "Nancy S. Wallace".

Nancy Wallace, Co-Chair  
Committee on Faculty Welfare

A handwritten signature in blue ink that reads "J. Keith Gilless".

J. Keith Gilless, Co-Chair  
Committee on Faculty Welfare

NW/JKG/pgs





DAVIS DIVISION OF THE ACADEMIC SENATE  
ONE SHIELDS AVENUE  
DAVIS, CALIFORNIA 95616-8502  
(530) 752-2220  
academicsenate.ucdavis.edu

March 25, 2025

**Steven Cheung**  
Chair, Academic Council

**RE:** Proposed Revisions to APM 675, Veterinary Medicine Salary Administration

The proposed revisions to APM 675, Veterinary Medicine Salary Administration were forwarded to all standing committees of the Davis Division of the Academic Senate. Seven committees responded: Academic Personnel – Oversight (CAP), Faculty Welfare (FWC), Planning and Budget (CPB), and the Faculty Executive Committees of the College of Biological Sciences (CBS), the College of Letters and Sciences (L&S), the School of Medicine (SOM), and the School of Nursing (SON).

CAP, FWC, SOM, and CPB support the proposed revisions, noting that they are necessary adjustments that allow School of Veterinary Medicine faculty to participate in the Negotiated Salary Program (NSP). CPB adds that the proposed revisions reflect how the School of Veterinary Medicine's salary plan is currently implemented. L&S and SON have no comments.

The Davis Division appreciates the opportunity to comment.

Sincerely,

A handwritten signature in black ink, appearing to read "Katheryn Niles Russ".

Katheryn Niles Russ, Ph.D.  
Chair, Davis Division of the Academic Senate  
Professor of Economics  
University of California, Davis

Enclosed: Davis Division Committee Responses

c: Monica Lin, Executive Director, Systemwide Academic Senate  
Michael LaBriola, Assistant Director, Systemwide Academic Senate  
Edwin M. Arevalo, Executive Director, Davis Division of the Academic Senate

March 6, 2025

**Kadee Russ**

Chair, Davis Division of the Academic Senate

**RE:** Proposed Revisions to APM 675, Veterinary Medicine Salary Administration

The Committee on Academic Personnel – Oversight (CAP) has reviewed and discussed the proposed revisions to APM 675, Veterinary Medicine Salary Administration. CAP agrees that faculty in the School of Veterinary Medicine should be able to participate in the Negotiated Salary Program (NSP) and therefore supports these proposed revisions to make participation in the NSP available to all Academic Senate faculty.

CAP appreciates the opportunity to comment.

March 13, 2025

**Katheryn Russ**

Chair, Davis Division of the Academic Senate

**RE:** Request for Consultation – Proposed Revisions to APM 675, Veterinary Medicine Salary Administration

Dear Chair Russ:

The Committee on Faculty Welfare has reviewed the RFC – Proposed Revisions to APM 675, Veterinary Medicine Salary Administration. The committee supports the proposed revisions and feels they are needed adjustments.

Sincerely,

A handwritten signature in black ink, appearing to read 'Janet Foley', with a stylized flourish at the end.

Janet Foley

Chair, Committee on Faculty Welfare

February 28, 2025

**Katheryn Russ**

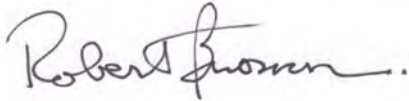
Chair, Davis Division of the Academic Senate

**RE: RFC: Proposed Revisions to APM 675, Veterinary Medicine Salary Administration**

The Committee on Planning and Budget (CPB) has reviewed the **RFC: Proposed Revisions to APM 675, Veterinary Medicine Salary Administration** and supports the current revisions. The committee feels that this document reflects how the School of Veterinary Medicine's salary plan is currently interpreted and administered.

CPB appreciates the opportunity to comment.

Sincerely,

A handwritten signature in black ink that reads "Robert Brosnan". The signature is written in a cursive style with a horizontal line at the end.

Robert Brosnan

Chair, Committee on Planning and Budget

# **Proposed Revisions to APM 675, Veterinary Medicine Salary Administration**

## **FEC: College of Biological Sciences Committee Response**

**March 17, 2025**

The CBS faculty have reviewed the Proposed Revisions to APM 675, Veterinary Medicine Salary Administration, and there is only one comment.

Here is the unabridged comment: "There are concerns with the Negotiated Salary Plan that will need to be worked out to implement these changes. See the RFC for the NSP for additional comments."

# **Proposed Revisions to APM 675, Veterinary Medicine Salary Administration**

**FEC: College of Letters and Science Committee Response**

**March 17, 2025**

The L&S FEC has reviewed the Proposed Revisions to APM 675, Veterinary Medicine Salary Administration and has no further comments.

# **Proposed Revisions to APM 675, Veterinary Medicine Salary Administration**

## **FEC: School of Medicine Committee Response**

**March 17, 2025**

The SOM FEC reviewed this RFC and supports Vet Med faculty being allowed to participate in the NSP.

# **Proposed Revisions to APM 675, Veterinary Medicine Salary Administration**

## **FEC: School of Nursing Committee Response**

**March 17, 2025**

The SON FEC has reviewed the proposed revisions to APM 675, Veterinary Medicine Salary Administration and has no further comments.



**March 19, 2025**

**Steven Cheung, Chair  
Academic Council**

**Re: Proposed Revisions to APM-675, Veterinary Medicine Salary Administration**

The Irvine Division Cabinet reviewed proposed revisions to APM-675, Veterinary Medicine Salary Administration, at its meeting on March 18, 2025. The Division declined to opine on this matter.

Sincerely,



Valerie Jenness, Chair  
Academic Senate, Irvine Division

Cc: Jane Stoever, Chair Elect-Secretary  
Jisoo Kim, Executive Director  
Gina Anzivino, Associate Director

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,

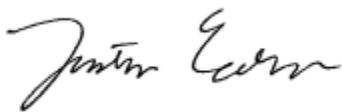
At its February 4, 2025, meeting, the Faculty Welfare Committee (FWC) reviewed and discussed the Proposed Revisions to APM-675 Veterinary Medicine Salary Administration, which describes the salary scale from which faculty in the UC Davis SVM are compensated.

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



**OFFICE OF THE ACADEMIC SENATE**

Kevin Mitchell, Chair of the Academic Senate

[senatechair@ucmerced.edu](mailto:senatechair@ucmerced.edu)

UNIVERSITY OF CALIFORNIA, MERCED

5200 North Lake Road

Merced, California 95343

**February 28, 2025**

**To: Steven Cheung, Chair, Academic Council**

**From: Kevin Mitchell, Chair, UCM Divisional Council (DivCo)**

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

The proposed revisions to APM 675 (Veterinary Medicine Salary Administration) were distributed for comment to the Merced Division Senate Committees and School Executive Committees. The following committees offered comments for consideration. Their comments are appended to this memo.

- Committee on Academic Personnel (CAP)
- Committee on Rules and Elections (CRE)
- Committee on Faculty Welfare and Academic Freedom (FWAF)

**CAP** endorsed the proposed revisions with no further comments.

**CRE** endorsed the proposed revisions as they are clearly articulated and well justified in the cover letter. CRE found the proposed revisions to be straightforward in updating language where needed (such as changing “Lecturer with Security of Employment” to “Teaching Professor” on page 4), and in providing greater clarity regarding the structure and the implementation of the salary scale.

**FWAF** recognized that the proposed revisions appear to be minor and will have minimal impact on faculty welfare.

Divisional Council reviewed the committees’ comments and supports their various points. Members unanimously endorsed the proposed revisions during their February 25 meeting.

The Merced Division thanks you for the opportunity to comment on these proposed APM revisions.

CC: Divisional Council  
Monica Lin, Executive Director, Systemwide Academic Senate  
Michael LaBriola, Assistant Director, Systemwide Academic Senate  
SenateOffice

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SANTA BARBARA • SANTA CRUZ

ACADEMIC SENATE, MERCED DIVISION  
COMMITTEE ON ACADEMIC PERSONNEL (CAP)  
MIRIAM BARLOW, CHAIR  
mbarlow@ucmerced.edu

UNIVERSITY OF CALIFORNIA, MERCED  
5200 NORTH LAKE ROAD  
MERCED, CA 95343

January 31, 2025

**To:** Kevin Mitchell, Senate Chair

**From:** Miriam Barlow, Chair, Committee on Academic Personnel (CAP)

**Re:** Proposed Revisions to APM 675 - Veterinary Medicine Salary Administration

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CAP reviewed the proposed revisions to APM 675 pertaining to Veterinary Medicine Salary Administration and we endorse them.

We appreciate the opportunity to opine.

cc: Senate Office

# UNIVERSITY OF CALIFORNIA, MERCED

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ACADEMIC SENATE, MERCED DIVISION  
COMMITTEE ON RULES AND ELECTIONS (CRE)

UNIVERSITY OF CALIFORNIA, MERCED

**February 11, 2025**

**To: Kevin Mitchell, Chair, Divisional Council**

**From: Committee on Rules and Elections (CRE)**

**Re: [Proposed Revisions to APM 675 – Veterinary Medicine Salary Administration](#)**

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The Committee on Rules and Elections (CRE) has reviewed the Proposed Revisions to APM 675 – Veterinary Medicine Salary Administration and offer the following comments.

CRE endorses the proposed revisions as they are clearly articulated and well justified in the cover letter. CRE finds the proposed revisions to be straightforward in updating language where needed (such as changing “Lecturer with Security of Employment” to “Teaching Professor” on page 4), and in providing greater clarity regarding the structure and the implementation of the salary scale.

We thank you for the opportunity to review and comment on these proposed revisions to the APM.

CC: CRE Members  
Senate Office



ACADEMIC SENATE, MERCED DIVISION  
COMMITTEE ON FACULTY WELFARE AND ACADEMIC FREEDOM (FWAF)

UNIVERSITY OF CALIFORNIA, MERCED  
5200 NORTH LAKE ROAD  
MERCED, CA 95343

**February 11, 2025**

**To: Kevin Mitchell, Chair, Divisional Council**

**From: [Committee on Faculty Welfare and Academic Freedom \(FWAF\)](#)**

**Re: [Proposed Revisions to APM 675 – Veterinary Medicine Salary Administration](#)**

At its February 10, 2025 meeting, the Committee on Faculty Welfare and Academic Freedom (FWAF) reviewed the proposed revisions to APM 675 – Veterinary Medicine Salary Administration and offer the following comments.

The proposed revisions involve updating the language of the Lecturer with Potential Security of Employment (LPSOE) series to “Professor of Teaching”. They also clarify that faculty in the Veterinary Medicine series may not participate in the Health Sciences Compensation Plan, and confirm that faculty in this series who are compensated on the Negotiated Salary Program meet minimum contribution requirements. FWAF recognizes that these appear to be minor revisions that will have minimal impact on faculty welfare.

FWAF appreciates the opportunity to provide feedback on the proposed revisions to APM 675 – Veterinary Medicine Salary Administration.

Cc: FWAF Members  
Senate Office





CHAIR, ACADEMIC SENATE  
RIVERSIDE DIVISION  
UNIVERSITY OFFICE BUILDING, RM 225

Kenneth Barish  
PROFESSOR OF PHYSICS AND ASTRONOMY  
RIVERSIDE, CA 92521-0217  
TEL: (951) 827-5023  
EMAIL: kenneth.barish@ucr.edu

March 19, 2025

Steven Cheung, Chair, Academic Council  
1111 Franklin Street, 12th Floor  
Oakland, CA 94607-5200

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

Dear Steven,

On March 10, 2025 the Riverside Academic Senate Executive Council discussed the *Proposed Revisions to APM - 675, Veterinary Medicine Salary Administration* along with comments received from divisional committees.

As you'll find from the attached memos, overall, reviewers, including the Executive Council had no comments and/or are supportive of the proposed revisions.

Sincerely yours,

A handwritten signature in blue ink that reads "Kenneth Barish".

Kenneth Barish  
Professor of Physics and Astronomy and Chair of the Riverside Division

CC: Monica Lin, Executive Director of the Academic Senate  
Cherysa Cortez, Executive Director of UCR Academic Senate Office



*Academic Senate*

**COMMITTEE ON ACADEMIC PERSONNEL**

February 10, 2025

To: Kenneth Barish, Chair  
Riverside Division Academic Senate

From: Jingsong Zhang, Chair  
Committee on Academic Personnel

A handwritten signature in black ink that reads "Jingsong Zhang".

Re: [Systemwide Review] *Proposed Revisions to APM - 675, Veterinary  
Medicine Salary Administration*

In its meeting on February 10, 2025, CAP discussed the *Proposed Revisions to APM - 675, Veterinary Medicine Salary Administration*. CAP has no comments.



**FACULTY WELFARE**

February 11, 2025

To: Kenneth Barish, Chair  
Riverside Division

From: Salman Asif, Chair  
Committee on Faculty Welfare

A handwritten signature in black ink, appearing to read 'Salman Asif', with a checkmark to the right.

**RE: [Systemwide Review] APM Revision: *Proposed Revisions to APM - 675, Veterinary Medicine Salary Administration***

At our meeting on February 11, 2025, the Committee on Faculty Welfare (CFW) reviewed and discussed the *Proposed Revisions to APM - 675, Veterinary Medicine Salary Administration*. CFW is generally supportive of the proposed revisions and has no comments.



**PLANNING AND BUDGET**

February 4, 2025

To: Kenneth Barish, Chair  
Riverside Division

From: Juliann Allison, Chair   
Committee on Planning and Budget

**RE: [Systemwide Review] APM Revision: *Proposed Revisions to APM - 675, Veterinary Medicine Salary Administration***

The Committee on Planning and Budget (CPB) reviewed the *Proposed Revisions to APM - 675, Veterinary Medicine Salary Administration*. CPB is generally supportive of the proposed revisions and has no comments.

February 28, 2025

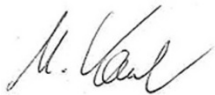
TO: Ken Barish, PhD, Chair, Academic Senate, UCR Division  
FROM: Marcus Kaul, Ph.D., Chair, Faculty Executive Committee, UCR School of Medicine  
SUBJECT: **[Systemwide Review] (APM Revision) Proposed Revisions to APM - 675, Veterinary Medicine Salary Administration**

Dear Ken,

The Committee reviewed the Proposed Revisions to APM - 675, Veterinary Medicine Salary Administration.

The FEC concluded that it had no additional comments and supports the proposed revisions.

Yours sincerely,



Marcus Kaul, Ph.D.  
Chair, Faculty Executive Committee School of Medicine



OFFICE OF THE ACADEMIC SENATE

9500 GILMAN DRIVE  
LA JOLLA, CALIFORNIA 92093-0002  
TELEPHONE: (858) 534-3640  
FAX: (858) 534-4528

March 20, 2025

Professor Steven Cheung  
Chair, Academic Senate  
University of California  
VIA EMAIL

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

Dear Chair Cheung,

The proposed revisions to Academic Personnel Manual (APM) 675, Veterinary Medicine Salary Administration were distributed to San Diego Divisional Senate standing committees and discussed at the March 17, 2025 Divisional Senate Council meeting. Senate Council endorsed the proposal and had no further comments.

The response from the Divisional Committee on Academic Personnel is attached.

Sincerely,

Olivia A. Graeve  
Chair  
San Diego Divisional Academic Senate

Attachment

cc: Rebecca Jo Plant, Vice Chair, San Diego Divisional Academic Senate  
Lori Hullings, Executive Director, San Diego Divisional Academic Senate  
Monica Lin, Executive Director, UC Systemwide Academic Senate

March 05, 2025

Olivia Graeve, Senate Chair  
Academic Senate, San Diego Division

SUBJECT: Proposed Revisions to APM 675- Veterinary Medicine Salary Administration

The Committee on Academic Personnel (CAP) met on February 26, 2025, to review the proposed revisions to the Academic Personnel Manual (APM) 675- Veterinary Medicine Salary Administration. CAP unanimously supports the proposed revisions to APM 675.

CAP appreciates the opportunity to review the proposed policy revision.



Lynn Russell, Chair  
Committee on Academic Personnel

Cc: Senate Vice Chair Plant  
Senate Director Hullings  
CAP Vice Chair Schneider



**UC SANTA BARBARA**

Academic Senate  
Rita Raley, Chair  
Shasta Delp, Executive Director

1233 Girvetz Hall  
Santa Barbara, CA 93106-3050  
<http://www.senate.ucsb.edu>

March 23, 2025

To: Steven Cheung, Chair  
Academic Senate

From: Rita Raley, Divisional Chair  
Academic Senate

A handwritten signature in blue ink, appearing to read "R. Raley".

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

The Santa Barbara Division distributed the Proposed Revisions to Academic Personnel Manual (APM) Section 675 regarding Veterinary Medicine Salary Administration to the Council on Faculty Welfare, Academic Freedom, and Awards (CFW), the Council on Planning and Budget (CPB), the Committee on Academic Personnel (CAP), and the Committee on Research Policy and Procedures (CRPP).

Since UC Santa Barbara does not have a school of Veterinary Medicine, the groups assigned to this issue declined to comment. For this reason, the Santa Barbara Division also refrains from providing feedback on the proposed revisions.

We thank you for the opportunity to comment.





Academic Senate

Office of the President  
1111 Franklin Street  
Oakland, CA 94607

[senate.universityofcalifornia.edu](http://senate.universityofcalifornia.edu)

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UNIVERSITY COMMITTEE ON PLANNING AND BUDGET (UCPB)  
Tim Groeling  
[groeling@comm.ucla.edu](mailto:groeling@comm.ucla.edu)

March 12, 2025

Steven Cheung  
Chair, Academic Council

RE: PROPOSED REVISIONS TO APM-675, VETERINARY MEDICINE SALARY  
ADMINISTRATION

Dear Chair Cheung,

Thank you for the opportunity for UCPB to review the proposed revisions to Academic Personnel Manual (APM) Section 675, Veterinary Medicine Salary Administration. The proposed revision of APM 675-14 e. adequately clarifies that faculty paid on the Veterinary Medicine Salary Scale cannot participate in the Health Sciences Compensation Plan. It also adequately clarifies that they may participate in the Negotiated Salary Program and the conditions of that participation. The language of the revision, however, does not reflect the reasoning for the needed revision, namely, that they can participate in all other compensation or salary plans except the Health Sciences Compensation Plan.

UCPB suggests the following revision: Faculty members paid on the Veterinary Medicine Salary Scale are permitted to participate in the Negotiated Salary Program (APM - 672) and other future compensation or salary plans provided that they first fully meet the minimum contribution requirements specified in APM - 675-8.d, 675 - 8.e, and 675 - 8.j. The only compensation plan in which they are not permitted to participate is the Health Sciences Compensation Plan (APM - 670).

Sincerely,

Tim Groeling  
Chair, UCPB

cc: UCPB