



SYSTEMWIDE ACADEMIC PERSONNEL  
FACULTY AFFAIRS AND ACADEMIC PROGRAMS

OFFICE OF THE PRESIDENT  
1111 Franklin Street, 10<sup>th</sup> 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

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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.

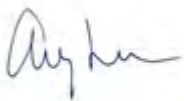
### **Systemwide Review**

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](mailto:SystemwideAP-PolicyReviewComments@ucop.edu). If you have any questions, please contact Rebecca Woolston at [rebecca.woolston@ucop.edu](mailto: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

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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

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

**675-0 Policy**

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

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

**675-2 Purpose**

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

**675-8 General Principles**

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

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

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

#### 675-10 **Outside Professional Activities**

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

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

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

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

**675-14 Eligibility**

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

Medicine.

- (3) Appointees with titles in the Professor of Clinical \_\_\_\_\_ series.
  - (4) Appointees with titles in the Health Sciences Clinical Professor series.
  - (5) Appointees with titles in the Professor of Teaching series.
  - (6) Appointees with Dean or Faculty Administrator titles in the School of Veterinary Medicine with an underlying appointment in an eligible title, subject to additional salary and reporting requirements as defined by the personnel policies governing administrative appointments.
- c. Appointees who are otherwise eligible to be paid on the Veterinary Medicine Salary Scale maintain their eligibility, even if partially funded under a research title (*e.g.*, Professional Research), if they are paid at least 51% time under one of the eligible titles, as noted above in APM - 675-14-b.
  - d. Part-time faculty members are eligible to be paid on the Veterinary Medicine Salary Scale if they are appointed 51% or greater in an eligible title as described in APM - 675-14-b.
  - e. Faculty members paid on the Veterinary Medicine Salary Scale are not permitted to participate in the Health Sciences Compensation Plan ([APM - 670](#)). Participation in the Negotiated Salary Program ([APM - 672](#)) or any future compensation or salary plan is predicated on the requirement that faculty first fully meet the minimum contribution requirements specified in APM - 675-8.d, 675 - 8.e, and 675 - 8.j.

#### 675-24 Authority

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

Chancellor.

### **Revision History**

July 1, 2025:

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

July 1, 2019:

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

For details on prior revisions, please visit the [policy issuance web page](#).



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

**675-0 Policy**

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

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

**675-2 Purpose**

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

**675-8 General Principles**

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

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

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

#### 675-10 Outside Professional Activities

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

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

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

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

#### 675-14 Eligibility

- a. Faculty members with a 51% or greater faculty appointment in the School of Veterinary Medicine are eligible to participate in the Veterinary Medicine Salary Scale. Faculty members with a 50% or less faculty appointment in the School of Veterinary Medicine will be paid on the corresponding fiscal year or academic year salary scale for their series. Participation is required for all eligible School of Veterinary Medicine faculty.
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  - (2) Appointees with titles in the Professor In-Residence and Adjunct Professor series, provided their appointments are funded from resources (gift funds,

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

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

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

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

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

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

#### 675-24 Authority

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

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

### **Revision History**

#### July 1, 2025:

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

#### July 1, 2019:

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

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

## MODEL COMMUNICATION

The University invites comments on proposed revisions to Section 675 of the Academic Personnel Manual:

- APM - 675, Veterinary Medicine Salary Administration

Summarized below are the proposed key policy revisions that are being distributed for systemwide review.

- 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.

The proposed revisions to the APM - 675 are posted to the [Systemwide Academic Personnel](#) website under the “Systemwide Review” tab. It may also be viewed at \_\_\_\_\_ [*e.g., the campus Academic Personnel Office or Human Resources Office*].

If you have any questions or if you wish to comment, please contact \_\_\_\_\_ at \_\_\_\_\_, no later than \_\_\_\_\_, 2025.