

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

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David Lovett, MD, Vice Chair
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