

**Office of the President**

**TO MEMBERS OF THE GOVERNANCE COMMITTEE:**

**ACTION ITEM**

*For Meeting of March 13, 2019*

**RESCISSION OF VETERINARY MEDICAL SCHOOL STRICT FULL-TIME SALARY PLAN, DAVIS CAMPUS**

**EXECUTIVE SUMMARY**

Salary administration for faculty in the UC Davis School of Veterinary Medicine (SOVM) is currently governed by a November 22, 1968 Regents action. Governance for all other faculty salary matters is codified in the Academic Personnel Manual (APM). The UC Davis campus leadership has requested a proposed APM policy, APM - 675, Veterinary Medicine Salary Administration, to replace the existing November 22, 1968 Veterinary Medical School Strict Full-Time Salary Plan (SFT Salary Plan) Regents action. The proposed APM policy was circulated for systemwide review from May to August, 2018 to the Academic Senate and campus academic administrators. The rescission of the November 22, 1968 SFT Salary Plan Regents action, along with a delegation of authority to the President to implement salary administration for faculty in the UC Davis SOVM, is required before the proposed APM policy may be formally adopted.

**RECOMMENDATION**

The President of the University recommends that the Governance Committee recommend that the Regents:

- A. Rescind the November 22, 1968 UC Davis Veterinary Medical School Strict Full-Time Salary Plan Regents action in its entirety, effective July 1, 2019, as shown in Attachment 1.
- B. Delegate authority to the President of the University to implement salary administration for faculty in the UC Davis School of Veterinary Medicine.

**BACKGROUND**

The Board of Regents approved the existing Veterinary Medical School Strict Full-Time Salary Plan (SFT Salary Plan) for eligible UC Davis SOVM faculty on November 22, 1968. The SFT Salary Plan has been the basis of salary administration for UC Davis SOVM faculty since 1968

and has remained unchanged since that time. A proposed new Academic Personnel Manual policy, APM - 675, Veterinary Medicine Salary Administration, as shown in Attachment 2, would codify salary administration for UC Davis SOVM faculty in the Academic Personnel Manual, as is the case for all other faculty compensation issues. As a result, the rescission of the November 22, 1968 SFT Salary Plan Regents action, as shown in Attachment 1, along with a delegation of authority to the President for implementation, is required so that the proposed APM policy may be formally adopted by the President.

Proposed APM - 675 codifies the existing November 22, 1968 SFT Salary Plan Regents action and campus practices into policy with one small, but significant, change—the addition of language to allow UC Davis SOVM faculty to retain limited non-patient care consulting fees in alignment with what is permitted for all other UC faculty. Under the November 22, 1968 SFT Salary Plan Regents action, UC Davis SOVM faculty are in essence treated differently from all other faculty in that the only additional compensation they are permitted to retain are small honoraria, royalties from patent licenses (in accordance with UC policy), or compensation from teaching UC Extension courses (in accordance with APM - 025, Conflict of Commitment and Outside Activities of Faculty Members). All other faculty on general and health sciences campuses are permitted to earn and retain limited additional compensation from outside professional activities in accordance with APM - 025, Conflict of Commitment and Outside Activities of Faculty Members, and APM - 671, Conflict of Commitment and Outside Activities of Health Sciences Compensation Plan Participants, respectively. The proposed APM policy includes a modification of the existing November 22, 1968 SFT Salary Plan Regents action to allow UC Davis SOVM faculty to retain limited non-patient care consulting fees with a cap of \$40,000 per year per SOVM faculty member; this modification to policy would be administered in accordance with APM - 025. The President will inform the Regents of any subsequent increases to the \$40,000 cap.

The proposed new APM policy will enable the UC Davis SOVM to retain its number one ranking and encourage partnerships with industry. To sustain its excellence in veterinary medical care, research, and teaching, the UC Davis SOVM must recruit and retain the best personnel. Peer veterinary schools permit faculty to conduct non-patient care consulting and retain those fees without limit. The UC Davis SOVM is currently the only college or school of veterinary medicine in the country that does not allow its faculty to engage in outside consulting activities and retain some compensation. The proposed new APM policy will also encourage additional partnerships with industry by incentivizing UC Davis SOVM faculty to build outside relationships and collaborations that can enhance the research and clinical missions of the SOVM and the University.

In recent years, the University has undertaken efforts to review various Regents Standing Orders, Bylaws, and Policies to assess whether certain governance documents should be revised, rescinded, or moved to administrative policy. In particular, compensation matters for all other faculty have been codified into the APM. The adoption of the proposed new APM policy aligns with the University's efforts to review and incorporate Regents' governance items into other administrative policies, as the existing November 22, 1968 SFT Salary Plan Regents action is codified only in the meeting minutes, not in policy, and is not an appropriate governance mechanism for academic salary administration.

Proposed APM - 675 was circulated for full systemwide review from May 3, 2018 to August 1, 2018. Input was received from the Academic Senate as well as from campus academic administrators. The UC Provost and Executive Vice President has approved the proposed APM policy contingent on the Regents' rescission of the November 22, 1968 SFT Salary Plan Regents action and delegation of authority to the President.

**Key to Acronyms**

APM	Academic Personnel Manual
SOVM	School of Veterinary Medicine
SFT	Strict Full-Time

**Attachments:**

[Attachment 1: Proposed rescission of the November 22, 1968 Regents Item - UC Davis Veterinary Medical School Strict Full-Time Salary Plan](#)

[Attachment 2: Proposed APM - 675, Veterinary Medicine Salary Administration \(for information\)](#)