

COMPENSATION PLAN

Graduate Student Research (GSR) Series
DVM Degree Candidates

COMPENSATION PLAN

Initial Step at Hire

- Step An appointee with a Bachelor's degree only
- Step II An appointee with a Bachelor's degree and at least one year of related work experience

Advancement

Appointees are eligible for consideration for advancement to the next step on the first day of the month following one year in a particular step to a **maximum of Step III** (comparable to entry level VGAP and House Officer salary scales).

DEFINITION

A Graduate Student Researcher is a graduate student (post bachelor's degree) who performs research related to the student's degree program in an academic department or research unit under the direction of a faculty member or authorized principal investigator.

RATIONALE

Entry level for DVM degree candidates into the Graduate Student Research (GSR) Series is Step I. This is based on a comparison of salaries received by individuals in the School's Veterinary Graduate Academic Program (VGAP), whose salary scale is indexed to the NIH scale, and House Officers at the VMTH. Either of these options would be the next logical progression for newly-graduated DVMs, depending upon whether they wanted to pursue a graduate academic degree or advanced clinical training. It was therefore determined that entry level and subsequent advancement in the GSR Series should be at a salary below both the VGAP and House Officer entry level.

Due to the rigorous course of study required by the DVM curriculum, outside employment is normally discouraged. Following consultation with the Associate Dean for Student Programs, in those instances where employment is deemed necessary and/or beneficial, the School of Veterinary Medicine will adhere to the approved compensation plan described herein.

PERCENTAGE OF APPOINTMENT

Percentage of appointment will reflect the actual effort expended, with any single appointment or combination of appointments not exceeding half-time (50%) during the academic year. An additional appointment for periods between quarters and in the summer may be added to increase the student to full-time (100%) if funding is available. Any single appointment or combination of appointments may not be less than 25%.

BENEFITS

- Fee Remission -- Graduate students must be appointed in a research title for at least 25% time for the full quarter with the appointment effective within the first week of the quarter in order to be eligible for a remission of fees.

Vacation -- Student academic personnel appointed on a fiscal-year basis for 12 consecutive months or more at 50 percent time or more accrue vacation leave at the rate of two working days per month for full-time service; 50 percent or more time accrue at a proportionate rate.

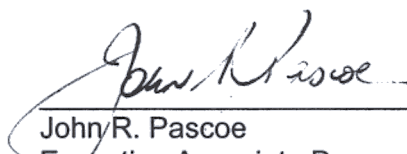
Sick Leave -- Student academic appointees do not accrue sick leave.

EXCEPTIONS

- Requests for exception to policy should be submitted on the Petition of Exception to Policy for Graduate Student Appointment form to the appropriate Graduate Program Liaison in the Office of Graduate Studies.
- Requests for exception to the Compensation Plan for DVM degree candidates should be directed to the SVM Executive Associate Dean through the SVM Personnel Officer.

REFERENCES

Refer to Directive #02-098 dated 7/19/02 and APM UCD Appendix II-B for additional information and a detailed description of the program.


8/28/03

John R. Pascoe
Executive Associate Dean
School of Veterinary Medicine
Approved