

COMPENSATION PLAN

Graduate Student Research (GSR) Series
MPVM Degree Candidates

COMPENSATION PLAN

Initial Step at Hire

- Step III An appointee with a DVM or equivalent degree, but less than one year of graduate study or relevant experience
- Step IV An appointee with a DVM or equivalent degree, and at least one year of graduate study or relevant experience
- Step V An appointee with a DVM or equivalent degree, and two years or more of graduate study or relevant experience

Degree Variations

Individuals who possess degrees in addition to or other than a DVM or equivalent degree will be handled on a case-by-case basis following consultation with the Director of the MPVM program.

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.

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 MPVM degree candidates into the Graduate Student Research (GSR) Series is Step III. This is based on a comparison of the compensation plan for DVM degree candidates (which does not permit advancement beyond Step III) and of salaries received by individuals in the School's Veterinary Graduate Academic Program (VGAP), whose salary scale is indexed to the NIH scale (which provides a DVM with no experience a salary comparable to Step III).

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% (exceptions to hire at more than 50% or less than 25% must be approved by Graduate Studies).

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.

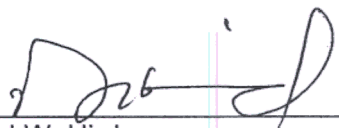
EXCEPTIONS

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 MPVM degree candidates should be directed to the SVM Executive Associate Dean through the SVM Personnel Officer and requires concurrence from the Director of the MPVM Program.

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

David W. Hird
Director, MPVM Program
Concurrence


8/28/03

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