

# UC Davis New Position Request: Staff Pathologist

## Position Justification

Justification

Action Number

008856

Action Type (Recruitment-New)

New - Recruitment

Justification for Request

CNPRC is requesting to post a new Vet 3 Staff Pathologist position to support PI research projects. The position is funded in current year budget. Please assign S OConner as hiring Manager. SSO# 492165

Position Description Number Copied

Anticipated Start Date

Anticipated End Date

Cubicle

n/a

Fixed / Variable

Fixed

# of Positions Requested

01

If BYA, Requested Salary Range / Salary Rate

If Preselected/Direct Hire-Student /Physician/Staff, provide

### Candidate Name

Email

Phone Number

5307529513

Rate of Pay

### Rehired Retiree

### Contact Information

Contact Name

Steve O'Conner

Contact Job Title

HR Manager

Contact Phone

5307529513

Contact Email

soconner@ucdavis.edu

### Funding

**\*Health Users: Funding Required - Click on Add Funding Entry Below**

## Position Details

### Position Information

<b>Department</b>	PRIMATE CENTER 061095
<b>UCPath Position #</b>	40881875
<b>Position Description #</b>	3002339
<b>Position (Working Title)</b>	Staff Pathologist
<b>Proposed Job Title/Job Code</b>	VETERINARIAN 3 (353)
<b>Supervisor</b>	
<b>Reports to Name</b>	Dr. Rachel Reder
<b>Reports to Job Title</b>	ANIMAL CARE MANAGER 1
<b>Reports to UCPath Position #</b>	40227624
<b>Position Details</b>	
<b>Job Summary</b>	<p>Under the direction of the Unit Manager, perform diagnostic and experimental pathology supporting research and disease surveillance pertaining to health and safety of CNPRC's nonhuman primate colony, which consists of 4000 nonhuman primates. Provide experimental pathology support to investigators. Diagnose potential disease outbreaks in non-human primate colony. Perform studies to advance understanding of the mechanisms of disease in nonhuman primates and humans. Responsibilities include applying advanced scientific knowledge to perform gross and microscopic evaluation of tissues, recording results, preparing complex reports presenting pathological findings, and assisting with necropsy supervision; diagnostic pathology, support for colony health care and preventive medicine programs, characterization of animal model of human disease, teaching and supervision of veterinary pathology residents and students, coordination management of diagnostic pathology services and provide research support in the collaboration and consultation of in experimental pathology. Provide expertise in veterinary pathology subspecialty, such as cytology, and clinical pathology. Engage in pathology research support services and promote collaborative activities with UCD/CNPRC faculty in biomedical research.</p>
<b>Department Purpose</b>	<p>The California National Primate Research Center, CNPRC at UC Davis, is an Organized Research Unit that conducts interdisciplinary research programs on significant human health problems where non-human primates is the animal of choice. In addition to its major efforts in the area of research, the CNPRC is also committed to both UC Davis and NIH missions of teaching and service.</p>
<b>Total Number of Staff THIS POSITION Supervises</b>	0
<b>Positions Supervised</b>	n/a
<b>Essential Responsibilities</b>	
<b>Percent(%) of Time</b>	70
<b>Function</b>	COLONY DIAGNOSTIC & EXPERIMENTAL PATHOLOGY SERVICE
<b>Duties</b>	<p>Perform routine and project specific diagnostic necropsies in support of colony health. Perform experimental necropsies/tissue collections and microscopic examination of tissues and communicate findings through comprehensive histopathology reports. Perform macroscopic and microscopic tissue evaluation and interpretation of assigned studies. Assist with necropsy supervision, including gross pathology interpretation, sample collection and fixation. Microscopic evaluation of cytology and hematology specimens submitted to the laboratory and preparation of animal reports for PIs and Clinical Labs on the findings of these studies. Prepare diagnostic reports, consult with other veterinary specialists as needed, and discuss results with referring veterinarians. Author comprehensive pathology narrative reports of pathology data while meeting report deadlines. Provide consultation/collaboration to CNPRC and outside investigators in experimental design, as well as in experimental animal monitoring and evaluation. Evaluate, interpret, and report anatomic pathology data from preclinical safety studies. Develop and implement Good Laboratory Practices (GLP). Prepare, review, and improve Standard Operating Procedures and protocols. Oversee gross pathology (necropsy), histopathology/tissue processing, and electron microscopy examinations. Research and develop techniques for identifying pathological conditions. Contribute to coordination and quality assurance among Primate Pathology, Primate Medicine, Clinical Laboratories, Colony Management, Colony Services, and Data Services.</p>
<b>Percent(%) of Time</b>	20
<b>Function</b>	RESEARCH SUPPORT

<b>Duties</b>	Collaborate with research faculty and actively participate on research projects or teams. Work with PIs/researchers to determine study design, participation in experimental necropsies, and discussion/writing summaries of pathology results. Such research may include, but is not limited to, the study of spontaneous and induced animal diseases, improved diagnosis, and the treatment of disease of non-human primates in order to promote the health and welfare of human beings and animals. Collect and interpret data independently or in collaboration with other investigators. Prepare scientific papers and written reports for publication of research findings. Serve as a peer review pathologist and participate in a pathology work group (PWG). Provide training, technical guidance and leadership to laboratory staff and may provide training, guidance, and leadership to less experienced pathologists.
<b>Percent(%) of Time</b>	10
<b>Function</b>	TRAINING SUPPORT
<b>Duties</b>	Provide histology, gross and microscopic training to pathology residents, medicine residents, and veterinary students and unit staff. Develop training materials including sets of gross/microscopic images, glass slides, and auto tutorials. Collaborate in educational programs with other departments through participation in pathology residency program, rounds, externships, conferences and morbidity/mortality reviews and other research seminars with presentation of case and research pathology findings and interpretation. Assist in daily supervision and assistance to resident trainees while assigned to the CNPRC for training in laboratory animal pathology and diagnostics; and train veterinarians, residents, technicians, and graduate and veterinary medical students in proper pathology methodology and descriptive terminology, accessions, and research projects. Assist with development and periodic update of standard operating procedures for the pathology services.
<b>Qualifications</b>	
<b>Required Licenses and Certification</b>	
<b>Minimum Qualifications</b>	All job qualifications must be job related and link directly to the duties and responsibilities of the job. The qualifications will determine the applicant pool, should be unbiased, and based on the essential responsibilities of the position.
<b>Additional Minimum License/Certification</b>	American College of Veterinary Pathologists (ACVP) board-certification and/or Board eligible to take ACVP certification exam within one year of hire.
<b>Minimum Education/Experience</b>	<p>Doctoral degree (D.V.M./V.M.D.) from an accredited veterinary school, or acceptable international equivalent in veterinary medicine.</p> <p>Completion of a pathology laboratory medicine residency program (post-D.V.M training).</p> <p>Pathology experience working in a diagnostic and/or experimental pathology environment.</p> <p>Experience in gross necropsy procedures and histopathology of nonhuman primates.</p> <p>Experience teaching anatomic pathology to Veterinary students and residents working with nonhuman primates.</p>
<b>Minimum Knowledge, Skills, and Abilities (KSA)</b>	<p>Professional knowledge of veterinary pathology and medicine for application to the diagnosis and treatment of disease in nonhuman primates.</p> <p>Professional knowledge of nonhuman primates as models of human disease necessary to advise investigators on the design and conduct of research with nonhuman primates to maximize the quality and quantity of information gained from nonhuman primate models.</p> <p>Knowledge of institutional, local, state, national and international rules and regulations governing the use and care of nonhuman primates (USDA Animal Welfare Act, ILAR Guide for the Care and Use of Laboratory Animals, Endangered Species Act, FDA Good Laboratory Practice Regulations, and California Public Health Law).</p> <p>Knowledge of humane care and housing of animals with understanding of standards and guidelines as established by the American Association for Accreditation of Laboratory Animal Care (AAALAC).</p> <p>Knowledge of preventive medicine programs for laboratory-housed nonhuman primates including but not limited to quarantine procedures, tuberculin testing, vaccination, parasitology and bacteriology screening programs.</p>
<b>Preferred Qualifications</b>	Preferred qualifications are desirable, but not required to possess at entry of the job.
<b>Additional Preferred License/Certification</b>	

<b>Preferred Education/Experience</b>	Ph.D. in Comparative Pathology or comparable program, with experience in the utilization of laboratory animal models.  Applied expertise to diagnose and characterize spontaneous diseases of nonhuman primates as potential models of human disease. Ability to interact with all segments of colony animal care staff in order to identify patterns of disease in colony animals.  Experience with GLP studies and procedures, scientific applications, experimental design, data evaluation, and technical writing.
<b>Preferred Knowledge, Skills, and Abilities (KSA)</b>	Skills to teach in the classroom situation, seminar format, and one-to-one basis. Technical writing experience, including the ability to produce manuscripts acceptable for publication in peer-review journals; and skills to give written and oral presentations at national and international specialty meetings.  Knowledge of biomedical research with animals in relation to the animal rights movement.  Knowledge of handling biohazard materials and the rules and regulation governing the operation of biohazard containment facilities.  Expert skills to advise technicians, students and investigators in the incorporation of pathology, and ancillary histochemical and immunohistochemical assays, in experimental design.  Expert skills in supervision, mentorship and board-certification training for anatomic pathology residents. Skills in generating intra- and extra-mural collaborations to expand the diagnostic and research services.

### Special Conditions of Employment

<b>Smoke Free Work Environment</b>	The Smoke and Tobacco Free Environment policy is intended to provide a healthier, safer, and more productive work and learning environment for the entire UC community. The University of California prohibits smoking and tobacco use at all University owned or leased properties, or facilities operated by UC staff or faculty. Smoking and tobacco use are strictly prohibited in indoor and outdoor spaces, parking lots, residential space, and University vehicles. <a href="https://ucdavispolicy.ellucid.com/documents/view/271">https://ucdavispolicy.ellucid.com/documents/view/271</a>
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<b>Work Environment</b>	Perform assigned duties in Biosafety Level (BSL) 2 and 3 facilities where non-human primates may be infected with potentially hazardous agents such as HIV, SIV or Herpes B virus. Employee shall participate in Participation required in preventative medical and medical monitoring programs which may include blood tests, immunizations, TB screening, blood borne and airborne pathogen training, etc., and are provided to meet Federal, State and University requirements. All work performed in accordance with campus, state, and federal regulations. Measles vaccination or proof of illness required. Position subject to medical surveillance procedures and review in accordance with Federal and State Laws and Regulations and University Policy. Environment is cross functional, team oriented, and fast paced. Required to wear protective clothing, including respirator, required as personal protection from infectious agents Work area is located within a defined animal area and may include biohazards. Flexibility with regard to unexpected non-standard work hours – must be willing to work after hours and on weekends and holidays. California National Primate Research Center employees are directly or indirectly engaged in the performance of work on Federal or State contracts and grants as well as periodically come into contact with controlled substances; and are expected to abide by the UC Policy on Substance Abuse, the Federal Drug-Free Workplace Act of 1988, and the State Drug-Free Workplace Act of 1990.
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<b>Outdoor Work Environment</b>	No
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### Background Check for Critical Position

The University is committed to providing a safe and secure environment for its staff, faculty, students, patients and others in the University community. To support these efforts, a background check is required by [PPSM 21 Selection and Appointments](#) after a candidate has received a conditional offer of employment in a critical position. (View the policy for details). Employment is contingent upon successful completion of background check(s) for critical positions, which includes but is not limited to criminal record history background check.

If any of the following apply, then this position shall be designated as critical and a background check will be required and you select “yes” below. If none of the following apply, then this position is not critical and not eligible for a criminal record history background check; and you will select “no” below.

- UC Davis Health position
- Management and Senior Professional (MSP) position
- Handle cash or cash equivalent
- Extensive authority for committing the financial resources of the University through contracts or agreements
- Direct responsibility for the care, safety and security of people, including children and minors
- Direct access to or responsibility for controlled substances, high risk hazardous chemicals, biological or radioactive/nuclear materials
- Direct access to and/or responsibility for protected, personal, or other restricted or sensitive institutional information (e.g., information on students, faculty, staff, etc.) and IT resources with such restricted or sensitive information
- Responsible for operating commercial vehicles, machinery or toxic systems that could result in accidental death, injury or health problems
- Student Health and Wellness Center position
- Requirement for a professional license, certificate, degree; or requirement of an external entity
- Direct access to and/or responsibility for information affecting national security.

- Direct access to and/or responsibility for information affecting national security

**This is a critical position, as defined by UC policy and local procedures, and as such employment is contingent upon successful completion of background check(s), including but not limited to criminal record history background check(s)** Yes

#### Cash-Handling Position

**The duties or functions of this position include the handling of cash (or cash equivalents)** No

#### Mandated Reporter under the Child Abuse and Neglect Reporting Act and UC Policy

Certain positions are designated as mandated reporters under the Child Abuse and Neglect Reporting Act (CANRA) and [UC policy](#). Mandated reporters are required to report child abuse and neglect to specified authorities. (View the policy for details and definitions)

If any of the following apply, then an employee in this position shall be designated as a mandated reporter under CANRA and UC policy and you select "yes" below. If none of the following apply to this position, then select "no" below.

- UC Davis Health position
- Healthcare Professional (Davis campus employees)
- Contact with children on a regular basis; or supervises a position in contact with children on a regular basis either on or off campus
- Supervise minor employees
- Athletic coach, including, but not limited to, an assistant coach or a graduate assistant involved in coaching
- Law Enforcement and Public Safety Professionals
- Human Resource employees (including academic personnel staff or other employees) who are charged with handling discrimination complaints
- Day care worker
- High school internship supervisor
- Positions designated as mandated reporters due to their licensure or profession

**This position is designated as a mandated reporter under CANRA and UC policy and employment is contingent on complying with applicable policies, procedures and training requirements** No

#### Principles of Community

#### Principles of Community

UC Davis is a diverse community comprised of individuals having many perspectives and identities. We come from a multitude of backgrounds and experiences, with distinct needs and goals. We recognize that to create an inclusive and intellectually vibrant community, we must understand and value both our individual differences and our common ground. The UC Davis Principles of Community is an aspirational statement that embodies this commitment, and reflects the ideals we seek to uphold.

<https://diversity.ucdavis.edu/principles-community>

## UCDH Additional Expectations

#### UCDH Affirmative Action Program

All supervisors and managers are responsible for actively supporting and implementing the UCD/UCDH Affirmative Action Program by demonstrating efforts to diversify staff in all selection and promotional opportunities; communicating program objectives to staff; establishing and maintaining a bias-free work environment; and providing opportunities for staff to obtain further training and expertise which will enhance the likelihood of upward mobility. Non-supervisory staff are also responsible for demonstrating their commitment to the Affirmative Action Program. A measure of this commitment is gaining knowledge and increasing sensitivity to the program itself and participating in activities which support the total diversity and affirmative action goals of UCDH.

**This position's responsibility to the Affirmative Action Program is**

#### Effective Communication

Effective communication is essential in the Health System environment. Each employee shall develop and foster open lines of communication both within her/his department and throughout the Health System as deemed appropriate and necessary.

**This position's responsibility to promoting effective communication is**

**Safety**

**This position's responsibilities and obligations with regard to workplace health and safety is**

**Mandatory Reporting**

All health practitioners have mandatory reporting responsibilities when an adult (or a minor who meets special circumstances as described in UCDMC Hospital P&P 1408) presents at UCCHO as an outpatient or inpatient from any source, and if a person presents for treatment of injuries related to domestic violence; or if one has knowledge of or observes a child who one knows or reasonably suspects is the victim of child abuse; or if one has knowledge of, or reasonably suspects that an elder or a dependent adult is the victim of elder/dependent adult abuse. Non-health practitioners, who suspect that an individual is a victim of abuse as outlined above, are required to report their suspicions to a health practitioner. All employees have a mandatory responsibility for knowing and complying with the Code of Conduct standards and the Compliance Program.

**Employee Responsibility for Confidentiality**

Each UCDH employee is responsible for adhering to the following requirements pertaining to confidentiality. California law and University policy prohibit the unauthorized disclosure of any information regarding a patient's medical history, mental or physical condition, or treatment, without the express authorization of the patient or the patient's legal representative. The unauthorized or improper disclosure of confidential work-related information obtained from any source on any work-related matter is a violation of University policy. A breach of confidentiality may result in corrective action up to and including termination from employment. Improper or unauthorized disclosure of confidential information includes, but is not limited to, patient medical information, financial information, and personnel data.

**Additional Expectations**

*Detailed expectations document to be provided for employee's signature.*

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## ADA Checklist

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**ADA Checklist**

The physical and mental demands describe the type, intensity, frequency, and duration of physical actions or mental capabilities required to perform the job. The physical and mental demands need to be directly tied to the essential responsibilities of the job.

Please check None or the applicable boxes for the mental, physical, lifting, visual, noise, elements exposed to, and equipment used categories below and indicate the frequency for checked boxes.

☒ Analytical and Problem Solving

For questions or further guidance, please contact Disability Management Services: <https://www.hr.ucdavis.edu/departments/elr/dms>

Frequency

- Occasionally - Up to 3 hours/day
- Frequently - 3-6 hours/day
- Constantly - 6-8 hours/day

**Mental Demands**

**Additional Mental Demands**

**Physical Demands**

Lifting Requirements	
Visual Acuity Requirements	
Noise Conditions	
Physical Demands (Elements Exposed to)	
Additional Physical Demands	Sit and look through a microscope for extended periods of time. Work in a busy clinical and diagnostic laboratory setting. Employee is required to work with animals/tissue that is infected with a variety of agents hazardous to human (and animal) health under BioSafety Level 3 conditions. Work in confined spaces to extract or obtain tissue samples. Perform moderately complex necropsies. Move and handle animals weighing up to 40 pounds. Wear protective clothing, including gown, coveralls, gloves, masks, face shields, goggles, sleeves and head covers, for extended periods of time (including under BSL3 conditions).
Equipment Used to Perform the Duties	
Additional Equipment Used to Perform the Duties	

## Position Documents

- New Position Description Documents
- Current Position Description Documents
- 1. [Organization Chart](#) (PDF | 65.3 KB)
- PATHO ORG

## Decision Details

Decision Details	
Approved Job Code	000353
Approved Job Title	VETERINARIAN 3
Job Group	B0A MSP Prof Hlth Related
FLSA Status	Exempt
Union Code (Bargaining Unit)	99
Salary Plan	CTDV
Salary Grade	26
Classified Indicator (Personnel Program)	Management & Sr Professional
Minimum Annual Salary	85500
Midpoint Annual Salary	144000
Maximum Annual Salary	202600
Minimum Hourly	
Midpoint Hourly	
Maximum Hourly	
Additional Decision Details	

**Approved Legacy MSP Salary Grade**

<b>CEMRP2 Code (Health Only)</b>	N/A
<b>Employee Relations Code</b>	All Others, Not Confidential
<b>HEERA/Union Representation</b>	This position is not represented by a collective bargaining unit.

**Explanation**

<b>Approved Building Name / Location Code</b>	Davis Campus - Other (UCD901)
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<b>Approved FTE%</b>	100
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<b>Approved Employee Class for Recruitment</b>	Career
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<b>Job Opening ID#</b>	32238
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<b>Disposition</b>	Approved
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<b>Action Review By</b>	Maria Gonzalez
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<b>Priority</b>	Priority 1
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**Notes**

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**Notes**

<b>Notes</b>	CN 492165  <b>Assign S O Conner as the HM</b>  3/1/22 case opened 2/24/22 ajb Ct Level: P3
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