

**Committee on Privilege and Tenure  
Annual Report 2001-2002**

To: The Academic Senate, Santa Cruz Division

The Committee on Privilege and Tenure met regularly during the academic year and the Chair attended the systemwide UCP&T meetings. Sub-committees met to investigate and report on particular cases. We held no formal hearings.

**Policy:**

Since the systemwide Senate by-laws regarding faculty grievance, discipline, and termination were revised during the previous academic year, the UCSC P&T worked in collaboration with the administration to bring our campus procedures in conformance with system-wide. The Committee also designed a summary of the grievance and discipline procedures that is now on the Senate web site at <http://senate.ucsc.edu/p&t/index.html>. The Committee provided input to UCP&T on the matter of the inclusion of specific language on sexual harassment in the faculty code of conduct. This discussion is on-going. UCP&T also approved the Whistleblower policy, established systemwide record keeping procedures, and consulted on various other issues of general concern.

On campus, the Committee consulted with the Chair of the Merit Equity Review Committee and examined and made recommendations on their proposal for the Merit Equity Review process on this campus. .

**Grievances:**

The Committee received four formal grievances this year. One of these reached an informal resolution. The other three are still under negotiation. One pending hearing held over from the previous year was postponed at the request of the faculty member.

**Issues before P&T:**

In addition to formal grievances, the Committee received letters or other communication from eight faculty members that fall into the category of notifications or alerts. One of these led P&T to consult with the Committee on Academic Personnel on its policies and practices.

**P&T Advisors:**

P&T advisors are faculty members who can give advice and assistance to colleagues who believe that their rights and privileges may have been violated. In the help that they give to faculty in analyzing, preparing, and filing their grievances, P&T advisors are crucial to the committee's process. The list can be found at: <http://senate.ucsc.edu/p&t/index.html>. We applaud their work.

Respectfully submitted;

COMMITTEE ON PRIVILEGE AND TENURE

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