

COMMITTEE ON PRIVILEGE AND TENURE
Annual Report 2005-2006

To the Academic Senate, Santa Cruz Division:

The Committee on Privilege and Tenure met regularly during the academic year and the Chair was also a member of the systemwide UCP&T committee. Sub-committees worked to investigate and report on particular cases. We held no formal hearings.

Policy and Procedures:

The committee was asked to evaluate several proposed changes to the academic personnel manual. We approved of the changes in APM220 covering criteria for advancement to Professor Step VI and above salaries, drafts of which we had commented on in previous years. We commented on the Partner Employment Task Force draft report and suggested some minor changes. We carefully reviewed UCOP's proposed changes to three sections in the academic personnel manual. Changes to APM 700 dealt with a new proposed termination policy for unauthorized leaves of absence. We objected to these changes as they are redundant with current policy for dealing with faculty who do not perform their jobs, and they would take away the right of a faculty member facing termination to first have a hearing in front of the P&T committee. Proposed changes to APM710 dealt with paid sick leave for faculty employees who do not accrue sick leave. This new policy would codify current practices regarding sick leave for faculty; 6 months of paid medical leave for faculty with less than 10 years of service and one year for those with more than 10 years of service. We felt that it was good that the university codified these practices. We also urge faculty members to carry supplemental disability insurance for when these periods of medical leave are used up. Proposed changes to APM080 deal with medical separation for faculty when, even with reasonable accommodation, a disabled faculty member is no longer able to perform his/her faculty duties. We voiced concerns about these proposed changes because there was no mechanism in place for review by the P&T committee prior to termination. Again we feel that every faculty member must have a right to a hearing in front of P&T whenever a termination is proposed by the administration.

Grievances and Disciplinary Hearings:

Five grievances were filed with the committee this year. One is in the process of informal resolution and as such is continuing to next year. In three cases the committee found that no violation of a faculty member's rights and privileges were evident. In another case the committee found some irregularities in a merit review case and proceeded with an informal resolution. The Campus Provost/EVC delivered two notices of proposed disciplinary actions to faculty members. Of those, one faculty member activated his/her right to a hearing and the case is continuing, and another faculty member reached a settlement with the university after the pre-hearing stage.

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 cases, P&T advisors are crucial to the committee's process. A list of P&T Advisors is available at:

http://senate.ucsc.edu/p_t/P&T%20Advisors0607.htm

Respectfully Submitted,

COMMITTEE ON PRIVILEGE AND TENURE

Lisbeth Haas

Ken Kletzer

Lourdes Martínez-Echazábal

Olga Nájera-Ramírez

Richard Otte

Ken Pedrotti

Alan Zahler, Chair

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