

COMMITTEE ON PRIVILEGE AND TENURE

Annual Report, 2007-08

To the Academic Senate, Santa Cruz Division:

The Committee on Privilege and Tenure (P&T) met five times this academic year and held an orientation in the fall with members of the Charges Committee and Privilege and Tenure Advisors. The Committee was asked to consider and to respond with a written consultation report on the following policies and topics found in the Academic Personnel Manual APM (UC system-wide), Campus Academic Personnel Manual CAPM (UCSC) and Senate issues:

- APM 710 - Leave of Absence/Sick Leave
- APM 711 - Reasonable Accommodation for Academic Appointees with Disabilities (new)
- APM 080 - Medical Separation
- Systemwide Senate Review of Proposed Transitional Leave Policy for Senior Management Group (SMG)
- Systemwide Review of the Proposal to Amend Senate Bylaw 337 - Early Termination Cases
- CAPM Reconsideration Policy
- CAPM Retention Policy
- UCSC Faculty Salary Proposal drafts
- UCSC Strategic Academic Plan, Part A

The Chair of P & T sat on a Senate Executive Committee advisory committee on faculty salaries with the Chairs of the Committee on Educational Policy, the Committee on Planning and Budget, and the Committee on Faculty Welfare, which met during the 2007-08 academic year. After the Senate-Administration Faculty Salary Taskforce was constituted in spring quarter, the P & T Chair met with that committee during the summer.

Grievances

The Committee was presented with three grievances this year. The Committee found *prima facie* on the first grievance and will resume investigating the matter in the fall. On the second grievance, P&T requested additional information because it cannot presently determine if there is *prima facie*. P & T received a third grievance after the final meeting of the year and will review it when they reconstitute in the fall.

Charges

There were not charges presented by the Administration to the P & T Committee this year.

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. Through the help they give to faculty in analyzing, preparing, and filing their cases, P&T advisors are crucial to the committee's smooth operation. A list of P&T Advisors is available at:

http://senate.ucsc.edu/p_t/.

The Committee wishes to express its thanks and appreciation for the excellent Senate staff support provided by Pamela Edwards.

Respectfully submitted,

COMMITTEE ON PRIVILEGE AND TENURE

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