

COMMITTEE ON PRIVILEGE AND TENURE
Annual Report 2008-2009

To the Academic Senate, Santa Cruz Division:

The Committee on Privilege and Tenure (P&T) met fifteen times this academic year, including three special meetings added for review of grievances only. The Committee took part in an orientation in the fall with members of the Charges Committee, Privilege and Tenure Advisors, Carole Rossi, Chief Campus Counselor and Rita Walker, Title IX/Sexual Harassment officer.

P&T researched and developed a Recusal Policy in the fall and implemented it in winter 2009. UCSC P&T was the second UC P&T to do so (UCB being the other). General procedures for Committee review of grievances were also developed during the course of the year.

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:

- Senate-Administration Task Force on Faculty Salaries Report - feedback on draft and final report. The P&T chair was added to the SEC salary subcommittee towards the end of fall quarter
- Proposed Revisions to APM Policies - Systemwide review of (1) proposed revisions to Academic Personnel Policies 110-4, 230-17 and 18, 279-20, 360-80-a, 520-4, 710-14-b, 710-14-1, 710-38, 710-36 and 46; and (2) proposed new Academic Personnel Policy 765
- Formal Review of CAPM 108.00 - Waiver of Recruitment for Ladder-Rank Faculty: Domestic Partner
- Action Plan High Level Indicators: Measuring Our Progress, Next Steps
- Formal Review of Proposed Revisions to CAPM 416.220 - Joint Appointments for Senate Faculty
- Management Consultation Review of Proposed Revised CAPM 506.235 - Acting Professor Series Appointment and Regularization
- Review of Technical Revisions to APM 028 - Disclosure of Financial Interest In Private Sponsors of Research
- Formal Review of Updates to CAPM 100.500 - Academic Recruitment
- Review Five-Year SMG Performance Review Administrative Guidelines
- Proposed Amendment to Standing Order 100.4 – 100.4(xx) – Emergency Furlough and Salary Reductions Policies

Grievances

P&T reviewed three grievances in 2008-09. One was received last year and one was received in June 2008 after P&T's final meeting of the year. P&T did not review this grievance for *prima facie* until the fall. The third grievance was received in fall 2008.

Charges

There were no charges presented by the Administration 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 provide 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

David Belanger

E.G. Crichton

David Feldheim

Julie Guthman (W)

Michael Loik (F, S)

Richard Terdiman

James Whitehead

Catherine M. Soussloff, Chair

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