

COMMITTEE ON PRIVILEGE AND TENURE
Annual Report 2011-12

To the Academic Senate, Santa Cruz Division:

Grievances

Two grievances were filed with the Committee on Privilege and Tenure (P&T) this year. In both cases, after preliminary review the committee found in favor of the grievant. In one case, after being informed about P&T's proposed remedy, the grievant did not wish to proceed further. In the other case, the committee's preliminary determination and proposed remedy were communicated to the appropriate administrative officer, who accepted the proposed remedy. In both cases, grievance hearings were not needed.

P&T was consulted by the administration about an earlier grievance where the administration had accepted P&T's proposed remedy; the committee was informed that the grievant had changed their mind about the remedy, and the administration sought advice about how to proceed. After consulting with the grievant, P&T gave advice on the options presented by the administration.

Charges

No charges against any member of the Senate faculty were presented by the administration this year.

P&T was informed by a non-Senate faculty member facing early termination of employment due to disciplinary action that they wished to avail of their right to a P&T hearing. However, the eventual administrative decision was to not terminate the employment of the faculty member, at which point, as per Academic Personnel Manual (APM) Section 150, P&T's involvement in the case ceased.

Policy Review

In the course of its investigations into the above cases, P&T reviewed the sections of the Campus Academic Personnel Manual (CAPM) and APM that deal with the use of overlapping steps in the academic personnel process for Senate faculty and with the right to a P&T hearing for non-Senate faculty. In order to minimize the possibility of valid future grievances, P&T recommended a few changes in the CAPM and APM to the Campus Provost and the University Committee on Privilege and Tenure respectively.

P&T provided advice about changes proposed to the CAPM and APM by the administration, most notably to APM 016, where an enlargement of the range of administrative actions that are outside the scope of faculty discipline has been proposed. P&T unanimously recommended against this proposal. P&T also provided advice on CAPM 803.620 (Off-Scale Salaries) and CAPM 408.220 (Mid-Career Appraisal).

P&T is grateful for the advice and support provided to the committee by Senate Director Mary-Beth Harhen.

Respectfully submitted,
COMMITTEE ON PRIVILEGE AND TENURE

Gina Dent

Lindsay Hinck

Michael Loik

Todd Lowe

Leta Miller

Triloki Pandey

Onuttom Narayan, Chair

August 31, 2012