

COMMITTEE ON PRIVILEGE AND TENURE 2012-13 Annual Report

To: Academic Senate, Santa Cruz Division

Grievances

Three grievances were filed with the Committee on Privilege and Tenure (P&T) this year. Two were dismissed before the *prima facie* stage. Of these, one was dismissed because it was filed more than three years after the action being grieved was known to the grievant. P&T rejected the argument that the three year time limit should start when the grievant became aware of the relevant University policy.

The administrative action cited in the second grievance had been the subject of an earlier grievance – where the right claimed in the new grievance had not been invoked, but had nevertheless been considered by P&T – and the resubmission was rejected. In the third grievance, P&T's preliminary determination was in favor of the grievant for some items in his grievance. A negotiated resolution was not reached between the administration and the grievant. Consequently, P&T appointed a Hearing Committee, whose work is still continuing.

Charges

No charges against any member of the faculty were presented by the administration to P&T this year.

Policy Review

P&T provided advice about changes proposed to the Academic Personnel Manual (APM) by the administration. For the APM 600 series, where substantial restructuring was proposed, P&T objected that the information provided was inadequate and asked that the draft policy be withdrawn and recirculated properly; in addition, it pointed out numerous errors and instances of unclear wording in the draft policy. P&T also raised serious concerns about the proposed APM 668 Negotiated Salary Proposed Pilot Plan, and had minor comments about proposed changes to APM 700 that would introduce a process for presumptive resignation.

At the campus level, in response to proposed changes to CAPM 407.690 about the use of overlapping steps, P&T advised that both the existing and draft policy could result in valid grievances. P&T had no objection to the proposed changes to CAPM 514.285 about lecturers with security of employment. P&T also provided advice to the CPEVC about the practice of appointing faculty as divisional appointees. Within the Academic Senate, P&T responded to a proposal from the Committee on Committees to amend Divisional Bylaw 14 and restructure the Senate Executive Committee.

Respectfully submitted;

COMMITTEE ON PRIVILEGE AND TENURE

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