

## **COMMITTEE ON PRIVILEGE AND TENURE**

### **Annual Report 2013-14**

To: Academic Senate, Santa Cruz Division

#### **Grievances**

One grievance was filed with the Committee on Privilege and Tenure (P&T) this year. The committee did not find *prima facie* for the grievance.

#### **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 on several proposed changes to both the system-wide Academic Personnel Manual (APM) and the Campus Academic Personnel Manual (CAPM). Most notably, during the 2012-13 academic year, substantial restructuring to the APM 600 series was proposed. P&T pointed out numerous errors and unclear wording in the draft and asked that the draft policy be withdrawn and recirculated once edited. This year, P&T found the resubmitted draft for review to be more consistent throughout and responsive to many of the concerns raised last year. Implications of the revisions, however, raised a concern that the inconsistency between UC salary scales may make it more difficult for individual faculty members to benefit from salary increases with intercampus transfers if they come from campuses on the lower end of salary scales. The same unevenness may make it difficult for the lower-paying campuses in negotiations and recruitments. P&T also raised concerns about the proposal to amend Senate Bylaw 55 to allow the extension of departmental voting rights on academic personnel actions to non-Senate faculty in the Adjunct Professor or Health Sciences Clinical Professor series. P&T could see the potential for privilege and tenure issues to arise where a majority of voting faculty are non-Senate and are not experiencing the same faculty life or being evaluated with the same expectations as a Senate minority.

At the campus level, P&T made recommendations on several proposed revisions to the Campus Academic Manual (CAPM), including those to CAPM 402.200 – Deferral and Mandatory Review, and proposed new CAPM 101.000 – Waivers of Open Recruitment for Senate Faculty Positions. The committee also reviewed a draft Campus Online Education Course Agreement in April 2014. The agreement, intended to protect both the university and faculty, was thorough in anticipating important issues that might arise. However, P&T raised some questions and concerns about term definitions, particularly with regards to “modifications” to a course. The committee noted that if “minor updates” and/or “modifications” made to an online course by the University could include modification to prerequisites or other changes that could potentially affect the preparedness of the students in a course, such modifications could become a P&T issue. The modifications could affect the success of a course and the evaluations generated by the students, which may in turn affect an instructor’s merit reviews and/or promotions. Therefore, P&T recommended that the University and the division sponsoring the course, provide the instructor with ample time (more than 17 days) to adapt to the modifications and rework the course materials and learning outcomes as necessary.

### **P&T Grievance Procedures**

This year, P&T worked to streamline P&T grievance and hearing procedures and has created a [procedural flowchart](#) that clearly illustrates how grievances are received and processed. For convenience, this flowchart may also be found on the P&T link on the Academic Senate Website located at <http://senate.ucsc.edu/committees/index.html>. The intention of this document is to make the P&T process more transparent to faculty. The committee would like to emphasize that although optional, P&T strongly recommends that grievants consult with a P&T Grievance Advisor. A list of current Advisors may also be found on the P&T webpage (<http://senate.ucsc.edu/committees/pt-privilege-and-tenure/index.html>). In all grievance cases, P&T tries to encourage that the case be resolved in the informal stage. Most cases are successfully resolved informally and do not require a hearing.

P&T also benefited tremendously this year from the able assistance of Jaden Silva-Espinoza, who made the work of the committee run smoothly through numerous personnel changes and attempts to rethink P&T process. We would like to thank her here once more for that excellent service.

Respectfully submitted;  
COMMITTEE ON PRIVILEGE AND TENURE  
Doris Ash  
Raoul Birnbaum (F)  
David Kliger (W, S)  
Piero Madau  
Onuttom Narayan (F)  
Alex Pang  
Nirvikar Singh (W, S)  
Lisa Sloan (F)  
Gina Dent, Chair

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