

## **COMMITTEE ON PRIVILEGE AND TENURE**

### **Annual Report 2014-15**

To: Academic Senate, Santa Cruz Division

#### **Grievances**

One grievance was filed with the committee during summer 2015. The Committee on Privilege and Tenure (P&T) will review the grievance during the 2015-16 academic year.

#### **Charges**

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

#### **UCSC Disciplinary Process**

In order to gain a deeper understanding of the administrative disciplinary process and the Committee on Charges, P&T consulted with Susan Fellows, Director of Academic Employee Relations during winter quarter, 2015. P&T would like to have a better sense of the number of cases settled prior to the point where a letter of “Intent to Discipline” is sent. Cases resolved in this way currently do not come into Senate view. P&T’s concern is that the disciplinary process may be experienced as overwhelming to faculty and the committee worries that as a result, faculty may not be aware of their rights early on in the process, or the procedures peculiar to the disciplinary process as a whole. In order to make the process more transparent, P&T requested that the committee be apprised of membership on the Committee on Charges, and that a flowchart of the administrative disciplinary process be posted on both the Academic Personnel Office and P&T websites. P&T further requested an annual report from the administration on disciplinary cases in order to gain a sense of whether settlements are occurring and how the practice of CAPM 002.015 – Faculty Conduct and the Administration of Discipline – is working. Director Fellows initially indicated when she met with P&T that the report could be sent. Yet as of the drafting of this report, P&T has not yet received it. The committee recommends that next year’s committee follow up with the administration and once a report is received, consider the implications of the data in relation to the overall effectiveness of the campus disciplinary process.

#### **Collaboration with the HDPIU**

This year P&T consulted with Tracey Tsugawa, Title IX Officer and Director of the new Harassment and Discrimination Prevention and Investigations Unit (HDPIU), to share internal processes, and discuss how the two parties could work collaboratively to best serve Senate faculty. Director Tsugawa noted that due to several new state and government laws and regulations, her office is working to update and revise some campus policies and procedures in order to reflect the changes and new requirements. At the request of P&T, Director Tsugawa agreed to include the Academic Senate in conversations regarding any new processes or change to policies that may affect Senate faculty. Continued collaboration with the HDPIU will ensure that changes to relevant policies and procedures which impact the HDPIU and Senate faculty will appropriately and effectively meet the needs and rights of parties involved in harassment and discrimination complaints. Next year’s P&T committee should work collaboratively with the HDPIU specifically to clarify procedures concerning cases in which there are concurrently P&T grievances and complaints of harassment or discrimination.

Respectfully submitted;  
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