



# Academic Senate Committee on Privilege & Tenure

JULIA SIMON, CHAIR

# Committee on Privilege & Tenure

## ▶ Two Subcommittees: Investigative and Hearings

**Investigative:** receives grievances from faculty

Chair of investigative is chair of the committee as a whole and acts as representative to UC P&T

**Hearings:** holds hearings on disciplinary actions (when requested) and grievances referred by the investigative subcommittee

# P&T: Handling of Grievances

- ▶ Grievances are filed by faculty who feel their rights and/or privileges have been violated.
- ▶ The investigative subcommittee conducts an investigation *if* it determines that the faculty member has made a prima facie case in the grievance.
- ▶ When the investigative subcommittee determines there is evidence to support the claims in the grievance, the grievance is referred to the hearings committee.

# Avoiding Grievances: Scenarios

- ▶ First scenario: As chair, you hear credible information that a faculty member in your department is harassing graduate students. This may come second-hand and may relate to a variety of settings/situations including mentoring. What do you do?
- ▶ Discuss briefly.

# Possible Courses of Action

- ▶ Discuss possible actions
- ▶ What to do:
  - ▶ Avoid unilateral action—consult with your CAO/MSO, OGS and possibly Academic Affairs about ways of gathering information
  - ▶ Consider all options: official options are usually better than unofficial ones

# Avoiding Grievances: Scenarios

- ▶ Second Scenario: A faculty member has requested a medical leave. You receive proper documentation and leave is granted. The documentation specifies that the person is to do no work. The faculty member wishes to attend faculty meetings and participate. What do you do?
- ▶ Discuss briefly.

# Medical Leaves

- ▶ Discussion of possible actions
- ▶ Consult with your CAO/MSO
- ▶ Medical leaves are governed by State and Federal law
- ▶ Do not allow someone on a medical leave that specifies **no work** to work, including participate in faculty meetings or discuss things over email.
- ▶ If someone desires to work, they must obtain new documentation from a physician specifying the type of work they may do.

# Any Questions?

▶ Contact Information:

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