



# 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?

# 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?

# 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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