



Academic Senate Committee on Privilege & Tenure

CATHERINE VANDEVOORT, CHAIR

Committee on Privilege & Tenure

- ▶ **This committee is independent from UC Administration**
- ▶ **This gives Senate faculty an option to have a fresh and unprejudiced view on whether their rights have been violated or if official discipline is appropriate**
- ▶ **The review is focused on violations of University policies and procedures, such as those in the Academic Personnel Manual**

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 meets to determine prima facie - if what the grievance states is true, would that constitute a violation of their rights and/or privileges.**
- ▶ **If the investigative subcommittee determines prima facie, then they investigate further. Usually two members that conduct interviews and gather further information. They report back to the full committee for discussion.**

P&T: Handling of Grievances

- ▶ **When the investigative subcommittee determines there is evidence to support the claims in the grievance, they discuss possible resolutions.**
- ▶ **First, the subcommittee tries to determine if an informal resolution would be appropriate.**
- ▶ **If there is no informal resolution or if the involved parties refuse informal resolution, the grievance is referred to the hearings committee.**

P&T: Handling of Grievances

- ▶ Appeals for disciplinary actions of administration go directly to the Hearings Subcommittee where a three member panel conducts a hearing.
- ▶ The outcome of either the these processes cannot be grieved again. These outcomes are the final appeal step.

Avoiding Grievances

- ▶ Refer to APMs and Department and University Policies to find options
- ▶ Consult with appropriate resources:
 - ▶ Avoid unilateral action—consult with your CAO/MSO, Dean, OGS and possibly Academic Affairs about ways of gathering information and handling problems
 - ▶ Consider all options: official options are usually better than unofficial ones

Any Questions?

▶ Contact Information:

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