



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 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

- ▶ 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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