



# 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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