To the Irvine Divisional Senate Assembly:

The Committee on Privilege and Tenure (CPT) respectfully submits its activities for the 2014-15 academic year.

I. Introduction
The principal function of the Committee on Privilege and Tenure (CPT) is to consider potential and formal grievances brought by members of the Academic Senate and to consider disciplinary charges against members of the Academic Senate. Details are confidential.

The committee as a whole meets as needed. Subcommittees are formed and meet for early stages of the grievance process. In addition, throughout the year there are e-mail exchanges to discuss reviews of various policy proposals at both the campus and system levels as needed.

The following is a summary of committee activities from September 1, 2014 to August 31, 2015.

II. Committee Membership
Maria Pantelia, Chair
Donald Blake
Stephen Bondy
Richard Brestoff
Jennifer Chacon
Simon Cole
Gregory Evans
Michelle Garfinkel
Alfred Kobsa
Roger Rangel
Kerry Vandell
Dominik Wodarz

Linda Murphy, LAUC-I
Luisa Crespo/Natalie Schonfeld, Committee Analyst

III. Summary of Cases

Grievance Cases
The committee reviewed two grievances during the year. A third grievance was continued from the previous year and closed in Spring 2015. A fourth grievance was continued from 2012-13 and a hearing was held in 2014-15. A post-hearing report is being finalized and will be sent to the Chancellor prior to the start of the 2015-16 academic year.

Disciplinary Cases
No disciplinary cases were reviewed by the committee.

Early Termination Cases
No early termination cases were reviewed by the committee.

IV. Dispute Intervention and Advising
The Chair of CPT engages in discussions with members of the Academic Senate who seek advice and guidance about the P&T process. These interventions are designed to accomplish two things: 1) help the potential grievant understand the process without entering into specific recommendations about specific cases, and 2) clarify the nature of issues and identify various avenues by which it could be settled informally and with acceptance by all parties.

In the past year, the chair engaged in three such “cases.” As a result of these efforts, and those of the Complaint Advisor Panel below, these situations were resolved in the informal discussion phase thereby avoiding the costly and disputatious formal grievance procedure. It is the belief of the Irvine Committee on Privilege and Tenure that such actions can lead to effective compromises, a quicker resolution of concerns, and a reduction in antagonisms and unhappiness.

V. **Complaint Advisor Panel**
The Complaint Advisor Panel is composed of former CPT members who advise faculty on procedures relating to grievances and disciplinary actions.

Chin Lee  
Samuel Eric Wilson  
David Blake  
Tim Bradley  

VI. **Issues Reviewed by the Committee**

1. **Divisional Issues:**
The Committee generated a recusal policy that extends the Irvine Academic Senate’s recusal policy for CPT members to better reflect and respond to the sensitive nature of the work of the committee. Once endorsed, this expanded Recusal Policy will be reviewed by CRJ and brought to the Cabinet for review and endorsement.

2. **System-wide Issues:**
3. UCPT met twice this year, in December and May and discussed areas of common concern.

VII. **Carry-forward Items for 2015-16**

Appendix III: Policies on Faculty Conduct and the Administration of Discipline  
A subcommittee was formed to update Appendix III in view of changes of University policy.