

**COMMITTEE ON PRIVILEGE AND TENURE  
ANNUAL REPORT  
2009-2010**

**To the Irvine Divisional Senate Assembly:**

The Committee on Privilege and Tenure (CPT) respectfully submits its activities for the academic year 2009-10.

**A. 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 were extensive and lively e-mail exchanges to discuss reviews of various policy proposals at both the campus and system levels.

The following is a summary of committee activities from September 1, 2009 to August 31, 2010.

**B. Committee Membership**

Maria Pantelia, Chair and UCPT Representative  
Deborah Avant  
Pierre Baldi  
Gary Chanan  
Alan Elias  
Bradford Hawkins  
Siew Hong Teoh Hirshleifer  
Geoffrey Iverson  
Gloria Mark  
Nasrin Rahimieh

Kristine Ferry, LAUC-I  
Luisa Crespo, Committee Analyst

**C. Summary of Cases**

Grievance Cases

The committee received one grievance during the year.

Case A: Prima facie standard was met. A subcommittee was appointed that reviewed the case and recommendations were made.

Disciplinary Cases

The Committee received one disciplinary case in August. A Hearing Committee was appointed, and the case was carried over to the 2010-11 CPT for consideration.

Early Termination Cases

No early termination cases were reviewed by the committee.

**D. Dispute Intervention and Advising**

As part of her normal duties, the Chair of P&T engaged in multiple discussions with members of the Academic Senate who sought her advice and guidance about the P&T process. These interventions are designed to accomplish several things 1) help the potential grievant understand the process without entering into specific recommendations about specific cases, 2) to act as an informal “go-between” to clarify the nature of issues and to identify various avenues by which the dispute could be settled informally and with acceptance by all parties.

In the past year, the chair engaged in 4 such sensitive “cases”. One result of these efforts, and those of the Complaint Advisor Panel below, is that many of these situations were resolved early in the informal discussion phases thereby avoiding the costly and disputatious formal grievance procedure. It is the belief of the Irvine P&T that such actions at an early stage can lead to effective compromises, a quicker resolution of concerns, and a reduction in antagonisms and unhappiness.

**E. Complaint Advisor Panel**

The Complaint Advisor Panel is composed of former members of CPT who advise faculty on procedures relating to grievances and disciplinary actions. The Panel members are Professors Ellena Peterson, John Smith, Virginia Trimble, and Russell Williams. The Panel received two requests for assistance; no complaints proceeded to a grievance filing as of this date.

**F. Issues Reviewed by the Committee**

1. **Divisional Issues: None**
2. **System-wide Issues: None**

**G. Carry-forward Items for 09-10**

Senate Review of Proposed UCI Procedures – Resolving Complaints of Faculty Code Violations and Grievances

The “UCI Procedure for Resolving Complaints of Faculty Code Violations and Grievances” was submitted by Vice Chancellor Killackey. These procedures were developed by a group of faculty and senior administrative staff that recognized the need for an established process to resolve or address serious breaches in the Faculty Code of Conduct related to interactions between faculty and staff. The proposal is suggested as an Appendix to the Faculty Code of Conduct.

The issue was discussed by the Senate Cabinet in 2009-10, and was sent back to the committee for revisions.