COMMITTEE ON PRIVILEGE AND TENURE
ANNUAL REPORT
2012-2013

To the Irvine Divisional Senate Assembly:

The Committee on Privilege and Tenure (CPT) respectfully submits its activities for the academic year 2012-13.

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, 2012 to August 31, 2013.

B. Committee Membership

Rodrigo Lazo, Chair and UCPT Representative
Richard Brestoff (Fall/Winter)
Michael Buchmeier
Ramesh Chandra Jain
Jayne Lewis
Richard McCleary
Margaret Murata (Winter/Spring)
Roger Rangel
Anthony Reese (Fall)
Kerry Vandell
Domink Wodarz

Daniel Tsang, LAUC-I
Luisa Crespo, Committee Analyst

C. Summary of Cases

Grievance Cases

The committee reviewed three grievances during the year.

Disciplinary Cases
The Committee continued one disciplinary case. A Hearing Committee was appointed, and a pre-Hearing was held in 2010-11. The case was placed in mediation and was closed in 2012-13.

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

D. Dispute Intervention and Advising

As part of his normal duties, the Chair of P&T engaged in multiple discussions with members of the Academic Senate who sought his 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 2 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 Pierre Baldi, Maria Pantelia, John Smith, Virginia Trimble. The Panel received 4 requests for assistance; two 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 from 2011-12

<u>Senate Review of Proposed UCI Procedures – Resolving Complaints of Faculty Code Violations and Grievances</u>

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 original committee for revisions.