

**COMMITTEE ON PRIVILEGE AND TENURE &
COMPLAINT ADVISOR PANEL
ANNUAL REPORT
2016-2017**

To the Irvine Divisional Senate Assembly:

The Committee on Privilege and Tenure (CPT) respectfully submits its activities for the 2016-17 academic year.

I. Committee Charge and Operation

The primary 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.

Gregory R. D. Evans, Professor of Plastic Surgery and Biomedical Engineering, continued to chair the Committee on Privilege and Tenure in 2016-17. The committee as a whole met 4 times. In general, the committee meets as needed, forming subcommittees to review and manage the early stages of the grievance process. As needed, there are e-mail exchanges to discuss reviews of various policy proposals at both the campus and system levels throughout the year.

II. Campus and Divisional Issues

A. Dispute Intervention, Advising, and Cases

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 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 process. 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 antagonism and discontent.

The committee reviewed four grievances during the 2016-17 academic year, one of which was received in summer 2016. For all of these, it was determined that the prima facie standard was not met.

No disciplinary cases were reviewed by the committee.

No early termination cases were reviewed by the committee.

B. Policies and Procedures

The Committee completed its revision of Appendix III, *University Policy on Faculty Conduct and the Administration of Discipline, UCI Procedures for Hearing Complaints of Faculty Code Violations and Grievances by the Senate Committee on Privilege and Tenure (CPT)*. The appendix details the procedures for investigating allegations of faculty misconduct, imposing disciplinary sanctions, and the responsibilities of the administration and the Committee on Privilege and Tenure in these matters. The revision of Appendix III has been reviewed by CRJ and will be reviewed and approved by the Senate Cabinet and Divisional

Assembly in Fall 2017.

C. Other

CPT has had a representative from the LAUC-I serve on the committee. Because much of the work of CPT is confidential, the committee found itself asking that the LAUC-I representative not attend meetings. After discussion with the LAUC-I representative and Chair, we decided that, starting in 2017-18, CPT will no longer have a LAUC-I representative.

III. Complaint Advisor Panel

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

Three faculty members were directed to panel members for assistance and advice with grievance procedures.

IV. Systemwide Issues

There continued to be a high level of activity systemwide as a result of the systemwide revisions to the Presidential Policy on Sexual Violence and Sexual Harassment, and subsequent modifications to align APM 015, APM 016, and Senate Bylaw 336 with the presidential policy.

The campus was tasked in late spring 2016 with the implementation of 10 recommendations from the Joint Committee of the Administration and Senate's report. The Senate and the Committee on Privilege and Tenure worked with the administration to implement two of these recommendations: the development of a campus Peer Review Committee and the development of a methodology for the committee to meet throughout the year to curtail undue delays in the adjudication of faculty sexual violence or sexual harassment cases. The Committee on Committees submitted faculty nominations on behalf of the Senate for the Peer Review Committee; all the faculty nominated to serve on the peer review committee had prior CPT hearing experience or participated in student grievance procedures.

UCPT met twice this year, in October and May and discussed areas of common concern.

V. Carry-forward Items for 2017-18

None

VI. 2016-17 Committee on Privilege and Tenure

Gregory Evans, Health Sciences (Chair and UCPT Representative)

Donald Blake, Physical Sciences

Richard Brestoff, Arts

Dan Burk, Law

Sanjeev Dewan, Business

Michelle Garfinkel, Social Sciences

Stuart Kleinfelder, Engineering (Vice-Chair)

Frank Meyskens, Health Sciences (Clinical)

Katherine Porter, Law

Donald Senear, Biological Sciences

Irene Tucker, Humanities

Ping Wang, Health Sciences (Clinical)

Representative:

Shu Liu, LAUC-I

Senate Analyst:

Julie Kennedy, Academic Senate

Natalie Schonfeld, Academic Senate

VII. 2016-17 Complaint Advisor Panel

Leo Chavez, Social Sciences

Stuart Krassner, Biological Sciences

Raymond Novaco, Social Ecology

Bert Semler, Health Sciences (Basic)