

www.ucsf.edu/sena

# **Committee on Privilege and Tenure**

# **Annual Report 2002-2003**

# Erika Froelicher, RN, PhD, FAAN Chair

During the 2002-03 academic year, the Committee on Privilege and Tenure (P&T) met as a Committee as needed.

Issues reviewed and/or acted on by the Committee included:

- Two grievances
- Suggested revisions to the Divisional Privilege and Tenure Bylaw
- Recommendation of Ad Hoc Panel of Advisors(Advisory Panel) to Committee on Committees for formal appointment
- Conducting training for P&T members and Advisory Panel members
- Proposed revisions to Academic Personnel Manual (APM) sections 015 and 010
- Proposed revisions to Academic Senate Bylaw 335

### **Systemwide Issues**

The Systemwide Privilege and Tenure Committee requested input from Divisional committees on the following issues:

- New language proposed to be included in the Academic Personnel Manual (APM) Section 015 (the Faculty Code of Conduct) related to Faculty-Student Relationships. P&T endorsed the language with certain modifications. (Appendix 1). More information is available at <a href="http://www.ucop.edu/acadady/acadapers/apm/rev-apm-015-background1.pdf">http://www.ucop.edu/acadady/acadapers/apm/rev-apm-015-background1.pdf</a>.
- A proposed amendment to add new language to Academic Senate Bylaw 335. The new language relates to the implementation of the University's Whistleblower and Whistleblower Protections policies. P&T endorsed the proposal. (Appendix 2).
- A proposed revision to Academic Personnel Manual 010 related to the University's Academic Freedom statement. P&T supported the proposed revision. (Appendix 3).
- Request to provide statistical information in response to a P&T Divisional Activity Survey in order to provide a systemwide overview of the **types and numbers** of matters that come before P&T. P&T provided the requested information.

# **Issues**

The Committee worked on several issues at the Division level.

### *Grievances and Disciplinary Actions*

Pursuant to Senate Bylaw 335, the Committee concluded the review of a grievance, finding that the grievance failed to state a prima facie case, and that a preliminary review of the evidence confirmed there was insufficient reason to believe that the grievant's rights or privileges may have been violated.

# ACADEMIC SENATE



www.ucsf.edu/sena

Pursuant to Senate Bylaw 335, the Committee began consideration of a grievance.

# Divisional Bylaw

The Committee forwarded recommended changes in its Divisional bylaw to the UCSF Committee on Rules and Jurisdiction. These changes were approved by the Division and University Rules and Jurisdiction Committee and will become effective September 1, 2003.

# Appointment of Ad Hoc Panel of Advisors

Consistent with Academic Senate Bylaw 335-B-1, a panel of former Committee members was appointed to provide advice on appropriate procedures, as well as to be available to any grievant to discuss a claim of violation of rights and privileges. The list of Advisory Panel members can be found on the Academic Senate Website at <a href="http://www.ucsf.edu/senate/0-committee/k-pat.html">http://www.ucsf.edu/senate/0-committee/k-pat.html</a>.

# Initiation of Orientation/ Training Program

P&T initiated a training program for its members and for the Advisory Panel members which was developed by the Academic Senate Office, in conjunction with University Counsel. This training was facilitated by both the Academic Senate Office and University Counsel attorney assigned to P&T committee. The orientation/training program provided all participants with training materials and included a presentation from the Campus Mediation Officer, from the UCSF Work-Life Resource Center regarding mediation.

# Academic Senate Participation in Systemwide Meeting of Privilege & Tenure Analysts

As part of an on-going initiative by the Executive Directors of the Academic Senate to improve coordination and best practices for the standing committees of the Senate, all P&T analysts from each of the UC campuses, Academic Senate Executive Directors, the Chair of the University Committee on Privilege and Tenure (UCPT) and the University Counsel attorney who supports P&T committees met at UCLA in February 2003. Issues discussed included revisions to the Systemwide Activity Survey Form which each division must complete pursuant to Academic Senate Bylaw 334-B, training programs for advisory panel members, records retention, and other procedural matters.

### Issues for 2003-2004

- Determination regarding the current open grievance.
- Continue developing the training program and materials for P&T and Advisory Panel members.
- Completion of the 2002-03 P&T Activity Survey.

# Respectfully submitted,

Committee on Privilege and Tenure Erika Froelicher, Chair Paul Ortiz de Montellano, Vice Chair Michael Aminoff Gary Armitage Ruth Greenblatt Kathryn Lee Francis Szoka

# ACADEMIC SENATE

www.ucsf.edu/sena

Jane Weintraub Daniel Weiss

Prepared by: Melanie Fisch Sr. Senate Analyst 476-4245 mfisch@senate.ucsf.edu

# **APPENDICES**

• Appendix 1: Letter from P&T Committee to Daniel Bikle, UCSF Division Chair Regarding New Language Proposed to be included in the Academic Personnel Manual

(APM) Section 015 (the Faculty Code of Conduct) (3/4/03)

• Appendix 2: Letter from P&T Committee to Jodie Holt, Chair UCPT, Regarding Proposed

Amendment to Academic Senate Bylaw 335 (5/14/03)

• Appendix 3: Letter from P&T Committee to Jodie Holt, Chair UCPT, Regarding APM 010

(Academic Freedom) (6/10/03)