



Committee on Privilege and Tenure

Annual Report 2003-2004

Ruth Greenblatt, MD
Chair

During the 2003-04 academic year, the Committee on Privilege and Tenure (P&T) met as a Committee on an as needed basis.

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

- One grievance
- Suggested revisions to APM 015 Related to the Faculty Code of Conduct
- Recommendations to improve practices which include transparencies with regard to criteria for FTEs and faculty understanding of these criteria.
- Consideration of a formal recommendation to Committee on Committees that an Ad Hoc Panel of Advisors (Advisory Panel) be appointed to assist faculty in all series.

Systemwide Issues

The UC Privilege and Tenure Committee (UCPT) requested input from Divisional committees on the following issue:

- New language proposed to be included in Academic Personnel Manual (APM) Section 015 (the Faculty Code of Conduct) related to Faculty-Student Relationships. The Committee endorsed the language with certain modifications. (Appendix 1).

Issues

The Committee worked on several issues at the Division level.

Grievances and Disciplinary Actions

Pursuant to Senate Bylaw 335, the Committee continued the review of a grievance. A preliminary review resulted in the committee's finding that the grievant met the burden of showing a prima facie case. Subsequently, an investigatory subcommittee was formed to review the case. Upon further review and investigation, the subcommittee found that there was insufficient reason to believe that the grievant's rights or privileges were violated.

Consideration of Appointment of Ad Hoc Panel of Advisors for All Series

In 2002-03, pursuant with Academic Senate Bylaw 335-B-1, a panel of former Committee members was appointed by the Divisional Committee on Committees to provide advice to faculty in Senate series on appropriate procedures, as well as to be available to any Senate grievant to discuss a claim of violation of

rights and privileges. The current list of Advisory Panel members can be found on the Academic Senate Website at <http://www.ucsf.edu/senate/0-committee/k-pat.html>. However, since the Divisional Committee on Privilege and Tenure is also designated to review early termination cases (i.e. where a non-Senate faculty member challenges whether there is good cause for his or her early termination), the Committee believes that an advisory panel should be appointed for faculty in the Clinical and Adjunct series as well.

Recommendations to Improve Practices Regarding Criteria for FTEs

An issue was raised before the Committee related to lack of transparency of the processes and procedures to determine which faculty appointments are made into the Ladder Rank series.

The Committee will forward these concerns to Academic Senate Chair Leonard Zegans and Academic Planning and Budget Chair David Gardner for further consideration.

Issues for 2004-2005

- Follow Up with Committee on Committees on the Appointment of Advisory Panel Members in the Clinical and Adjunct Series
- Continue to review and develop, as necessary, training programs and other beneficial materials for P&T members and Advisory Panel members.
- Continue to respond to requests from UCSF faculty or Administration related to matters under the purview of the Committee.

Respectfully submitted,

Committee on Privilege and Tenure

Ruth Greenblatt, Chair

Daniel Weiss, Vice Chair

Michael Aminoff

Linda Chafetz

Pamela Den Besten

Betty Dong

Kathryn Lee

Paul Ortiz de Montellano

Jane Weintraub

Prepared by:

Shilpa Patel

Senate Analyst

514-2696

spatel@senate.ucsf.edu

APPENDIX

- Appendix 1: Email from P&T Chair Greenblatt to Kimberly Peterson, Systemwide P&T, Regarding APMs on Consensual Student-Faculty Relationships. (3/31/03)