To be received and placed on file:

The principal function of the Committee on Privilege and Tenure is to consider grievances brought by members of the Academic Senate and disciplinary charges brought by the administration against members of the Academic Senate. Details of all grievances, charges, and cases are confidential.

Following is a summary of Committee activities from July 1, 2003 to April 15, 2004:

The Committee considered two cases: One case was carried forward from 2002-03, for which the Committee attempted an informal resolution, and the grievance was withdrawn. One new case was received in 2003-04 and was returned to the grievant as premature.

The Committee also reviewed its charge in the UCR bylaws (section 8.19) and proposed a revision to bring the charge more into line with the recently revised UC SBL 334-337. The Committee also worked with the Charges Committee to clarify their interdependent processes for the benefit of Senate members. One outcome was the posting of a Summary of Grievance and Disciplinary Procedures on the UCR Senate website for both committees.

In addition, the Chair of the Committee currently serves as a member of UCP&T. At the request of UCP&T, the Divisional P&T committees also consider matters related to privilege and tenure that do not pertain to specific cases, such as proposed revisions to the Bylaws or Academic Personnel Manual. UCP&T also initiated a database of activities at the Divisional level, based on annual reports from the Divisional committees of types of cases and their resolution (without identifiers). The Committee submitted its first such report to UCP&T in October.

D. H. Fairris
D. Hare
B. Hyman
T. Jiang
K. Montgomery, Chair