



University Committee on Privilege and Tenure 2023-24 Annual Report

TO THE ASSEMBLY OF THE ACADEMIC SENATE:

Under Senate Bylaw 195 and consistent with [Bylaw 40](#), the University Committee on Privilege and Tenure shall: (Am 23 May 01; Am 28 May 2003)

1. Advise the President, the Academic Senate and its Divisions, and the Divisional Privilege and Tenure Committees on general policies involving academic privileges and tenure [see [Bylaw 334](#)]. (Am 25 May 76; EC 28 May 2003)
2. Constitute special Hearing Committees as provided for in Bylaw 336.A. (EC 28 May 2003)
3. Maintain statistical records of the grievance, disciplinary, and early termination cases taking place on each of the campuses, as specified in [Bylaw 334.B](#). (EC 28 May 2003)

Topics of Note During the 2023-24 Year

Simultaneous Misconduct Charges and Merit and Promotion Considerations

For two years, UCPT has been working on the question of how to conduct simultaneous merit and misconduct cases. After consulting with UCAF and UCAP, UCPT brought language forward to Council last year that was then approved and forwarded to the Provost. During the 2023-24 year, Academic Personnel and Programs worked to incorporate the language into a new draft of APM 016. A draft was released for systemwide review in spring. However, the draft revision circulated by APP did not accurately or thoroughly reflect the changes recommended by UCPT. With input from UCPT, Council has forwarded its concerns to APP with the hopes that these oversights can be corrected.

Change in Committee Leadership

In March, Chair Tucker announced a change in committee leadership. Vice Chair Narayan took an administrative position, and Professor Amussen assumed the role of Vice Chair. Chair Tucker will serve as chair one more year, and Professor Amussen will assume the role of chair in 2025-26.

Recording of Meetings

The Chair asked the committee for its preference regarding the recording of UCPT meetings. After some discussion, the members decided that the default should be not to record the meetings and that recording should take place selectively.

Consultation with the Systemwide Title IX Deputy Director and UC Legal, and the Introduction of a New Consultant

Throughout the year, UCPT consulted with the systemwide Title IX Office and with UC Legal.

The Title IX Deputy Director explained that her office has been preparing a review of its policies and operations to identify best practices and areas of concern.

The release of the new Title IX guidelines was delayed several months, but were finally released in the spring. The Deputy Director informed the committee that UC needs to be in compliance with the new rules and regulations by reviving existing policies and frameworks and re-issuing them as “interim” by August 1, 2024. Her office will focus its initial revisions to the SVSH Policy and Frameworks and the Anti-Discrimination Policy. It will then identify other implicated policies in later revisions. The Deputy Director went over highlights of the new Title IX regulations. She emphasized that actions that occur will still have to adhere to the 2020 regulations.

Deputy Director Dees said that she and Attorney Advisor Meltzer have been working to develop a statement explaining that service on P&T committees and participation in SVSH hearings is part of University service. She said that faculty have indicated that they are unsupported in their P&T work. She shared information on training and support resources for faculty, and her office is following up with a training plan. Usually training for P&T is done by the local Title IX offices, but the systemwide office is working develop modules that will be available on-demand in the fall.

Attorney Adviser Meltzer was available at all three UCPT meetings and was able to give his counsel on items that had arisen on the campuses.

Deputy Director Dees introduced Catherine Spear, the new Executive Director of the systemwide Office of Civil Rights. The Executive Director will be serving as a consultant to UCPT in the years ahead.

Consultation with Academic Personnel and Programs

Vice Provost Haynes, Associate Vice Provost Lee, and Academic Personnel Director Anders were available at two of the three UCPT meetings for consultation. Much of the consultation during the course of the year was related to the graduate student contract.

Consultation with Senate Leadership

In addition to weighing in significantly on APM 016, UCPT opined on these two items sent out for Senate systemwide review:

- [Revisions to Senate Bylaw 55](#)
- [The Regents' Proposed Policy on Public and Discretionary Statements.](#)

Other UCPT Business

During the course of the year, UCPT held in-depth discussions on many issues related to both campus and systemwide actions and policies. Due to the confidentiality of these discussions, they are not itemized or summarized in this Report.

Acknowledgements

UCPT is grateful to have had valuable input from - and exchange with - these UCOP consultants and guests over the past year: Douglas Haynes, Vice Provost, Academic Personnel and Programs; Amy K. Lee, Associate Vice Provost, Academic Personnel and Programs; Kelly Anders, Director, Academic Personnel; Joshua Meltzer, Senior Counsel; and Isabel Dees, Systemwide Title IX Deputy Director. Special thanks to Academic Senate Chair James Steintrager, Vice Chair Steven Cheung, and Senate Executive Director Monica Lin.

Respectfully submitted,

Irene Tucker, Chair (UCI)
Susan Amussen, Vice Chair (UCM)
Andrew Minor (UCB)
Catherine VandeVoort (UCD)
Michael Robinson-Dorn (UCI)
Diana Messadi (UCLA)

Susan Amussen (UCM)
Y. Peter Chung (UCR)
Kelly Frazer (UCSD)
Jacqueline Leung (UCSF)
Miguel Eckstein (UCSB)
Nico Orlandi (UCSC)