

**UNIVERSITY COMMITTEE ON PRIVILEGE AND TENURE (UCP&T)
ANNUAL REPORT 2002-2003**

TO THE ASSEMBLY OF THE ACADEMIC SENATE:

In accordance with Senate Bylaw 195, the University Committee on Privilege and Tenure (UCP&T) considers general policies involving academic privileges and tenure. In addition, the committee constitutes special Hearing Committees and maintains statistical records of the grievance, disciplinary, and early termination cases taking place on each of the campuses.

UCP&T met twice during the 2002-2003 academic year. Highlights of the Committee's activities and accomplishments are noted in this report.

Faculty-Student Relationships Policy (APM 015)

In response to questions raised by the UC Board of Regents, in January 2002 UCP&T began exploring the idea of developing a policy governing romantic or sexual relationships between faculty and students. The committee discussed a number of possible courses of action and reviewed various documents including policies from other colleges and universities and the "Resolution on Faculty-Student Relations Adopted by the Academic Assembly of the University of California on November 30, 1983."

UCP&T elected to propose that language be added to the Academic Personnel Manual Section 015, the Faculty Code of Conduct, Part II – Professional Responsibilities, Ethical Principles, and Unacceptable Faculty Conduct, Section A. Teaching and Students. This proposal was comprised of two parts:

- (1) An addition to the ethical principles governing faculty behavior regarding teaching and students, which states that whenever a faculty member is responsible for academic supervision of a student, a romantic or sexual relationship, even if consensual, is inappropriate and jeopardizes the integrity of the educational process.
- (2) The addition of two examples of unacceptable conduct regarding faculty-student relationships. One of these examples prohibits a faculty member from entering into a romantic or sexual relationship with a student for whom the faculty member has academic responsibility or should reasonably expect to have such responsibility. The other example prohibits a faculty member from exercising academic responsibility for any student with whom the faculty member has a romantic or sexual relationship.

In January 2003 UCP&T submitted "Proposed Revisions to APM 015 – Policy on Faculty-Student Relationships" to the Academic Council for review. A revised version of the faculty-student relationships policy was endorsed by the Academic

Council on April 23, the Assembly of the Academic Senate on May 28, and the Board of Regents on July 17.

Statistical Reporting Format

In May 2001 the Assembly of the Academic Senate approved a series of revisions to the Senate Bylaws, as proposed by UCP&T. Revised Senate Bylaw 195, which governs UCP&T, requires that:

The Committee shall maintain statistical records of the grievance, disciplinary, and early termination cases taking place on each of the campuses, as specified in SBL 334.B.

and revised SBL 334.B states that:

At the end of every year, the Divisional Committee will supply a summary of its cases to the University Committee on Privilege and Tenure, to be used for statistical purposes only. This summary shall not include the name of any individual involved in a case before the Divisional Committee. For any matter held over from the previous year, the Committee shall report the final disposition of the case. The Divisional Committee shall also report any final disagreement with their Chancellor.

To fulfill the statistical records and reporting requirements of SBL 195 and 334.B, last year UCP&T began developing a “Divisional P&T Activity Survey” form. The form was finalized this year after receiving feedback from UCP&T members and consultants, as well as Divisional Senate P&T staff. The form has been distributed to the Divisional P&T Committees, and UCP&T is in the process of collecting the first year (AY 2002-03) of statistical information.

Amendments to SBL 335/Whistleblower Compliance

At the April 15 meeting the committee discussed a request from Ellen Switkes, Assistant Vice President of Academic Advancement, asking UCP&T to amend Senate Bylaw 335 so that the Locally Designated Official (LDO), as provided under the Whistleblower Policies, receives reports of protected disclosures or retaliation complaints. It was agreed that to fulfill the University’s obligations for reporting under the Whistleblower Policy and Whistleblower Protections Policy, SBL 335 must be amended. In response, UCP&T drafted and approved revisions to SBL 335. These proposed revisions were submitted in May to the Academic Council for review and endorsement.

Other Reports

The Committee also reviewed and wrote opinions on the following policies and proposals:

- California Master Plan for Education

- Racial Privacy Initiative/CRECNO
- Proposed APM 390 (Postdoctoral Scholars)
- Proposed revised APM 740 (Sabbatical Leaves)
- Gender Equity Summit Report
- Academic Senate Bylaws revisions
- Proposed revised APM 010 (Academic Freedom)

Other Activities

The UCP&T Chair attended a meeting of the Divisional Senate Directors and P&T Staff on February 28 at UCLA. This meeting focused largely on the “Divisional P&T Activity Survey.”

A UCP&T member served on the planning committee for the Senate’s Academic Freedom Symposium. Several UCP&T members attended the symposium in June.

Acknowledgment

UCP&T wishes to acknowledge the hard work and commitment of its administrative consultants: Maria Shanle, University Counsel; and Sheila O’Rourke, Executive Director of Academic Compliance and Special Assistant to the Provost.

Respectfully submitted:

Jodie S. Holt (R), Chair
Mark Strovink (B)
Arnold Sillman (D)
Isaac D. Scherson (I)
Paul Micevych (LA)
Duncan Agnew (SD)
Erika Froelicher (SF)
William Bielby (SB)
Carolyn Martin-Shaw (SC)

Kimberly Peterson, Committee Analyst