

**UNIVERSITY COMMITTEE ON PRIVILEGE AND TENURE (UCP&T)
ANNUAL REPORT 2007-08**

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. The committee also constitutes special Hearing Committees for disciplinary cases and maintains statistical records of the grievance, disciplinary and early termination cases taking place on each of the campuses. UCP&T held one conference call to conduct its business in academic year 2007-08. Highlights of the Committee's activities and accomplishments are noted in this report.

Proposed Amendment to Senate Bylaw 337 – Privilege and Tenure: Divisional Committees – Early Termination Cases

UCP&T played a key role in the review of a proposed amendment from the Berkeley division to [Senate Bylaw 337](#), which governs procedures used by divisional Privilege and Tenure committees in early termination cases. UCPT endorsed the amendment, noting that it addresses a consequential difference between an early termination hearing and a non-renewal grievance hearing and that the proposed new language would guarantee faculty an early termination hearing regardless of timing, as long as they request it before the end of their appointed term.

The Use of “Collegiality” in the Academic Personnel Process

At the request of the University Committee on Academic Freedom, Academic Council asked UCPT to consider the use of “collegiality” in the faculty merit and promotion review process. UCPT sent a memo to Council noting that “collegiality” should never be used as a formal criterion in reviews; and as a point of discussion, its use should be extremely narrow in scope and only as it has direct relevance to research, teaching, or service activities.

Other Issues

UCPT also discussed issues and concerns that arose on campuses with the recent adjustments to the salary scales, and completed its annual divisional Privilege and Tenure Committee Activity Survey.

Acknowledgments

UCP&T wishes to acknowledge the expert assistance and support of University Counsel Maria Shanle, Assistant Vice Provost Sheila O'Rourke, Vice Provost for Academic Personnel Nicholas Jewell, and Committee Analyst Michael LaBriola.

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