

## UNIVERSITY COMMITTEE ON PRIVILEGE AND TENURE ANNUAL REPORT 2009-10

### 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. Highlights of the Committee's activities and accomplishments are noted in this report.

#### **Proposed Implementation of Budget cuts via Furloughs or Salary Reductions**

UCP&T participated in the senate-wide review of the implementation of budget cuts via furloughs or salary reductions proposed by President Yudof. UCP&T expressed its profound regret that in the recent correspondence from the President on the implementation of budget cuts the Senate had not been addressed according to the singular situation that Senate faculty hold relating to our particular and special position in the system, as scholars, teachers, and tenured and tenure track employees of the University, namely: 1) Shared Governance rights and duties regarding authority of the Senate over the curriculum and instruction of undergraduate and graduate students; and 2) the rights and privileges of individual faculty as guaranteed by the APM and the campus CAPMs.

#### **The Use of "Collegiality" in the Academic Personnel Process**

UCP&T reaffirmed 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**

UCP&T 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 gratefully acknowledges the contributions of these UCOP and campus consultants over the past year: University Counsel Cynthia Vroom, former Assistant Vice Provost Sheila O'Rourke, former Vice Provost for Academic Advancement Nicholas Jewell. The committee also thanks the numerous faculty members who, as alternates, kindly represented their respective campuses at UCP&T meetings this year.

Respectfully submitted:

*Ching C. Wang, Chair (UCSF)*

*Jason X-J Yuan (UCSD)*

*Catherine Soussloff, Vice Chair (UCSC)*

*Girish Vyas (UCSF)*

*Ronald Gronsky (UCB)*

*Sarah Fenstermaker (UCSB)*

*Andrew Chan (UCD)*

*Mary Croughan (ex-officio member)*

*Maria Pantelia (UCI)*

*Henry Powell (ex-officio member)*

*Michael Lofchie (UCLA)*

*Eric Zárate (Committee Analyst)*

*Peggy O'Day (UCM)*

*\*See Vice Chair above for UCSC representative*

*Teodor Przymusiński (UCR)*