

As specified in [Senate Bylaw 334.B](#), each Divisional Privilege and Tenure Committee is required annually to submit a summary of its cases to the University Committee on Privilege and Tenure (UCP&T). To fulfill this requirement, each Divisional P&T Committee should complete the following Divisional P&T Activity Survey form.

INSTRUCTIONS: This form should reflect the cases that were brought before the P&T Committee during the academic year indicated or carried forward from prior years. It should not reflect cases that were handled prior to reaching the Committee, for example, cases brought before Charges Committees or cases handled by mediation that did not come to the P&T Committee. Please do not include any identifying information, such as names of individuals or departments.

The form should be completed by the P&T Committee at the end of each academic year and submitted by **November 1st** to:

UCP&T Committee Analyst
Systemwide Academic Senate
University of California
1111 Franklin Street, 12th Floor
Oakland, CA 94607-5200

For assistance in completing this form, contact the Systemwide Academic Senate Office at 510-987-9143 and ask to speak to the UCP&T Committee Analyst.

CAMPUS

ACADEMIC YEAR

CHAIR, P&T
(please print name)

CONTACT INFO
(phone/email)

FORM PREPARED BY
(please print name)

CONTACT INFO
(phone/email)

I. GRIEVANCES [\(SBL 335\)](#)

A. How many grievances were carried forward from last year?

B. How many new grievance complaints were received during the year?

1. How many different types of new grievance complaints were received in the following categories (the total may be greater than the number reported above if more than one complaint was made in a single grievance):

a. Improper procedures [\(APM 210\)](#)

b. Impermissible criteria on personnel action

(1) Discrimination [\(UC Nondiscrimination Policy\)](#)

(2) Other (specify)

c. Voting rights [\(SBL 55\)](#)

d. Improper denial of work related privileges or employee benefits

e. Other (specify)

2. How many new grievances failed the *prima facie* test? [\(SBL 335.B.2\)](#)

3. How many new grievances passed the *prima facie* test? [\(SBL 335.B.2\)](#)

4. How many new grievances passed the "sufficient reason" test? [\(SBL 335.B.3\)](#)

5. How many new grievances were related to separate disciplinary matters? [\(SBL 335.E\)](#)

- C. For grievances cases carried forward from last year and new grievance complaints this year:
1. How many grievances were resolved prior to a formal hearing? [\(SBL 335.C\)](#)
 - a. Resolved through a negotiated resolution [\(SBL 335.C.1\)](#)
 - b. Resolved through mediation [\(SBL 335.C.2\)](#)
 - c. Resolved because the grievant withdrew the complaint
 2. How many grievances resulted in a formal hearing? [\(SBL 335.D\)](#)
 - a. How many hearings resulted in a finding that faculty rights were violated?
 - b. In how many cases was the Chancellor's decision in agreement with the Hearing Committee's recommendation? [\(SBL 334.C\)](#)
 3. How many grievances were carried forward until the next year?

II. DISCIPLINE CASES [\(SBL 336\)](#)

- A. How many disciplinary cases were carried forward from last year?
- B. How many new disciplinary cases were received during the year?
- For each new disciplinary case received, please indicate the type of violation (cite the appropriate section of the Faculty Code of Conduct [\(APM 015\)](#) or University policy):

1.
2.
3.
4.
5.

- C. For disciplinary cases carried forward from last year and new disciplinary cases this year:
1. How many disciplinary cases were resolved prior to a formal hearing? [\(SBL 336.C\)](#)
 - a. Resolved through a negotiated resolution [\(SBL 336.C.1\)](#)
 - b. Resolved through mediation [\(SBL 336.C.2\)](#)
 2. How many disciplinary hearings were held? [\(SBL 336.D\)](#)
 - a. How many hearings resulted in a finding of a violation of the Faculty Code of Conduct [\(APM 015\)](#) or University policy?

For each case that resulted in a finding of a violation, please indicate (using the same number that corresponds to the violation listed in 'B' above) the proposed sanction [\(APM 016.II\)](#):

 - (1)
 - (2)
 - (3)
 - (4)
 - (5)
 - b. In how many cases was the Chancellor's decision in agreement with the Hearing Committee's recommendation? [\(SBL 334.C, APM 016.I\)](#)
 3. How many disciplinary cases were carried forward until next year?

III. EARLY TERMINATION HEARINGS ([SBL 337](#))

- A. How many cases were carried forward from last year?
- B. How many new hearings were requested during the year?
 - 1. How many new cases were brought by the following faculty:
 - a. Untenured faculty member
 - b. Tenured faculty member
 - c. Non-Senate faculty member
 - 2. How many new cases were based on the following "good cause" reasons:
 - a. Incompetent performance ([APM 075](#))
 - b. Other (specify)
- C. For early termination cases carried forward from last year and new early termination cases:
 - 1. How many cases were resolved without a hearing? ([SBL 337.A](#))
 - a. Resolved through a negotiated resolution ([SBL 337.A](#))
 - b. Resolved through mediation ([SBL 337.A](#))
 - c. Resolved because a grievance was filed for non-reappointment ([SBL 337.A](#))
 - 2. How many hearings took place? ([SBL 337.B](#))
 - a. In how many cases did the Hearing Committee find "good cause" for dismissal? ([SBL 337.B.7](#))
 - b. In how many cases was the Chancellor's decision in agreement with the Hearing Committee's recommendation? ([SBL 334.C](#))
 - 3. How many cases were carried forward until the next year?