### Committee on Privilege & Tenure

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<td>Total Meetings: Investigative</td>
<td>As needed</td>
<td>Average hours of committee work each week</td>
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Total of **3** grievances reviewed by the Investigative Subcommittee

Total of **2** actions deferred from the previous year

Total **2** cases deferred (undergoing review by P&T Investigative) and **0** cases awaiting a hearing

**Listing of bylaw changes proposed:**

**Listing of committee policies established or revised:**

**Issues considered by the committee:**

**Recommended procedural or policy changes for the coming year:**

Continue issuing Investigative Recommendations and Hearing Findings that present a clear review of the evidence and a finding supported by the same.

Counsel to Privilege and Tenure Committees (staffed by Office of General Counsel) should be invited to campus at the beginning of each academic year to orient new members and refresh the information provided to continuing members concerning the process and the services provided strictly to UC Privilege and Tenure Committees by the Office of General Counsel.
**Grievance Cases**

The Investigative Subcommittee reviewed three complaints:

1. Proposal to alter the space commitment included in the faculty appointment offer letter was questioned by a group of faculty in the department. The Investigative Subcommittee issued a report to the Provost with copies to the grievant. Further action is under review.

2. Change to a faculty member's lab space was referred to P&T Investigative following review by the Committee on Academic Freedom and Responsibility. P&T Investigative is currently investigating the case.

3. A faculty member is grieving the management of a whistleblower complaint. P&T Investigative is currently reviewing the case to make a prima facie determination.

**Disciplinary Cases**

The Hearings Subcommittee conducted two hearings regarding disciplinary cases in 2007-08. In one case the Chancellor requested removal of emeritus status based on violation of APM 015: The Faculty Code of Conduct. Following a full hearing, the panel issued a finding in agreement with the Chancellor's proposal. In the other case, the Chancellor proposed a Letter of Censure based on a violation of APM 015: The Faculty Code of Conduct. Following a full hearing, the panel issued a finding in agreement with the Chancellor's proposal.

**In Summary**

The Privilege and Tenure Committee reviewed our processes for making recommendations to the Chancellor (or designee) with the Office of General Counsel (OGC). OGC recommended reports focus on a scholarly summary of the evidence. When Privilege and Tenure Committee representatives sought an example of a find that did not present a scholarly summary of the evidence OGC was unable to provide an example that was relevant to UC Davis. While Privilege and Tenure did not find the OGC comments directly relevant to UC Davis Privilege and Tenure findings, the committees will continue to ensure presentation of the investigative recommendations and hearing findings provide a clear summary of evidence and recommendations or findings that are supported by the same.