

**230 PRIVILEGE AND TENURE [Am 5/24/88, Am 5/22/90, Am 6/3/14, Am 6/07/16]**

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- A) The Committee on Privilege and Tenure ("the committee") has jurisdiction over grievance cases, disciplinary cases, and early termination cases, as provided in University of California Academic Senate Bylaw 334. The committee considers matters affecting the rights or privileges of Senate members, including allegations that a procedural violation occurred in a Senate member's academic review. The principles and procedures governing the committee are set forth in University of California Academic Senate Bylaws 334, 335, 336 and 337. The Faculty Code of Conduct is set forth in the University of California Academic Personnel Manual Section 015, and the University Policy on Faculty Conduct and the Administration of Discipline is set forth in Section 016.
- B) Membership. The committee will consist of seven ordinary members of the Division, none of whom is a current officer of the Division or a current officer of the Administration. In particular, the members shall not include any current Dean, Provost, or Department Chair. No two members may be from the same department. One member of the committee will serve on the University (systemwide) Committee on Privilege and Tenure, in accordance with University of California Academic Senate Bylaw 128(B) and San Diego Divisional Senate Bylaw 185(C)(8). [Am 4/28/92, Am 5/23/95, Am 2/24/04]
- C) The following Divisional procedures supplement the systemwide Academic Senate Bylaws.
- 1) The Committee on Committees will annually appoint a panel of seven advisors, who will be available for consultation about procedure to Senate members who may be considering filing a grievance, or who have been notified by the Administration that they are the subject of a disciplinary hearing. The members of the panel shall be apportioned by disciplinary areas as follows: one member from SIO, one member from a science department, one member from an engineering department, one member from a social sciences department, one member from a humanities or fine arts department, and two members from two different health sciences departments. Any Senate member may consult with a member of this panel of advisors about the procedures to be followed in accordance with this bylaw unless the faculty member has legal representation related to a grievance, disciplinary, or early termination case. Such advisors will not serve as representatives of any complainant, nor may they be current members of the committee. [Am 6/07/16, Am 6/3/25]
  - 2) In accordance with University of California Academic Senate Bylaw 336, a majority of Hearing Committee members for disciplinary cases shall be current or former members of the Committee on Privilege and Tenure and will be appointed by the Chair of the Committee on Privilege and Tenure. The Chair of the Committee on Privilege and Tenure can request the Committee on Committees to nominate faculty at-large to serve on a hearing committee. [Am 6/07/16, Am 6/3/25]
  - 3) Allegations of discrimination or sexual harassment of Senate members are referred to the Office for the Prevention of Harassment and Discrimination (OPHD) for investigation. A grievance tied to a discrimination or sexual harassment complaint is held in abeyance pending the outcome of the investigation, after which the OPHD finding is reported to the committee for consideration in the grievance proceeding. [EC 6/07/16]

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- 4) The chair of the committee will promote settlement of grievance cases on behalf of the committee or may delegate this authority to a committee member. Settlement discussions will not be admissible in any committee hearing. [EC 6/07/16]
  - 5) If the committee finds that the Senate member's rights and privileges have not been violated, but believes that conduct directed at the grievant was inconsistent with the campus's Principles of Community, the committee may advise the Administration to take action to curtail such conduct. [Am 6/07/16]
  - 6) The committee will annually submit a summary of its cases to Senate Council and to the University (systemwide) Committee on Privilege and Tenure. Specifically, it will report the final disposition and also report the action taken by the Administration in each case. This report will not name the faculty members involved in any case or provide any more identifying detail than is required to inform Senate Council and the University Committee on Privilege and Tenure of the nature of the committee's actions and rulings. [EC 6/07/16]
- D) Links to bylaws, policies and principles referenced.
- UC Academic Senate Bylaws 334, 335, 336, and 337
  - UC APM Section 015
  - UC APM Section 016
  - UC Academic Senate Bylaw 128(B)
  - San Diego Divisional Senate Bylaw 185(C)(8)
  - UCSD Principles of Community