

1 February 1996

TO: Members, Senate Senate

FROM: University Senate Council

RE: **AGENDA ITEM:** University Senate Meeting, Monday, February 12, 1996. Proposal to amend University Senate Rules, Section I, 1.4.5.2 - Senate Advisory Committee on Privilege and Tenure. If approved, the proposal will be forwarded to the President for appropriate administrative action.

Background:

The 1994-1995 Annual Report of the University Senate Advisory Committee on Privilege and Tenure included a recommendation that the Senate Rules related to the Committee's function be reviewed and revised if warranted. In response, the Senate Council appointed an ad hoc group to review the designated portion of the Rules. The ad hoc group, consisting of Jim Houglan, Brad Canon and Gretchen LaGodna did so and they forwarded the following recommended changes:

University Senate Rules, Section I [add bold sections; delete bracketed section]

1.4.5.2 Senate Advisory Committee on Privilege and Tenure

The Committee is charged with giving preliminary consideration to the following matters as referred to it by the President, the University Senate, or individual staff members of the University: cases of appointment termination for cause of a faculty member who has tenure; cases of dismissal of a faculty member during a limited appointment; cases of non-renewal of a probationary appointment with less advance notice than specified by the Governing Regulations; cases of allegation by a faculty member on a non-tenure appointment that a decision for non-reappointment violates his or her academic freedom as a faculty member; cases of allegation by a faculty member on a non-tenured appointment that a decision for non-reappointment violates either Part X A or Part XIA in the Governing Regulations banning certain discriminatory practices in academic employment; cases of allegation by the University administrator that a decision to terminate his or her appointment to his or her administrative post, or not to reappoint him or her, violates his or her academic freedom; cases of termination of a tenure appointment or the dismissal of a person prior to expiration of a non-tenure appointment, because of a financial emergency; and all similar cases. The function of the committee in all such cases is to attempt to effect an adjustment **when appropriate** [and, in cases of failure, to recommend to the

President action to be taken]. **Recommendations for action shall be made to the President or to other administrators deemed appropriate by the Committee with a copy to the President.**

The Committee may, upon request, advise individual staff members on the interpretation of University privilege and tenure regulations, with copies of the interpretation being sent to the University Senate Council, the chair of the Department, the Dean, and the President. The Committee also may consider allegations of faculty members who believe that their privilege as scholars has been abridged or abused. Faculty members should address statements to the chair of the Committee setting forth in detail the reasons why they believe their privilege has been abused. The Committee will review the statement and determine whether conditions warrant further investigation. Upon investigation the Committee will make recommendations to the faculty member and file a copy with the President. Recommendations may be made also to the President with a copy sent to the faculty members.

The Committee is also charged with making a continuing study of privilege and tenure regulations, making recommendations to the University Senate.