

Both Senate and Non-Senate Faculty are subject to the Faculty Code of Conduct (APM-015) and may face disciplinary sanctions for substantiated misconduct (APM-016). APM-150 covers disciplinary sanctions for non-Senate faculty.

There are six disciplinary sanctions that can be imposed on Senate Faculty:

1. Written Censure
2. Reduction in Salary
3. Demotion
4. Suspension without pay
5. Denial or Curtailment of Emeritus Status
6. Termination

Non-Senate Faculty may receive all of the above sanctions except for 5, as Emeritus status is not available to non-Senate Faculty.

The Senate is not involved in the APM-150 disciplinary procedures for non-Senate Faculty, with one exception, which seems to be rare. A non-Senate Faculty member who is terminated can choose one of two mechanisms to grieve the termination: APM-140 (no Senate involvement) or a grievance hearing in front the Privilege and Tenure Committee, under Systemwide Bylaw (SBL) 337.

Based on my understanding, under the proposed Memorials, non-Senate Faculty would transition to Senate Faculty and disciplinary procedures would follow Senate Appendix 05 rather than APM-150.

Here is my understanding of how things might look in terms of Committee workload:

#### SBL 335 – Grievances

Senate Faculty members have the right to submit grievances that their rights and privileges have been violated to the Privilege and Tenure Committee. Non-Senate Faculty do not.

Under this proposal, the pool of Faculty eligible to submit grievances would enlarge, which could increase the Privilege and Tenure Committee's workload

#### SBL 336 / Appendix 05 – Disciplinary Cases

Under this proposal, we would see a larger pool of Faculty for whom the SBL 336 / Appendix 05 disciplinary procedure would apply. This could increase the workload of both the Charges and Privilege and Tenure Committees.

#### SBL 337 – Early Termination Cases

Senate Faculty: There are certain contexts in which the Administration may pursue non-disciplinary termination of Senate Faculty, such as APM-075, Termination for Incompetent Performance. A Senate

Faculty member may grieve non-disciplinary early termination to the Privilege and Tenure Committee under SBL 337. These tend to be rare.

Non-Senate Faculty: As noted above, SBL 337 is one of two mechanisms by which non-Senate Faculty may grieve disciplinary termination. With the transition of non-Senate Faculty to Senate Faculty, we would presumably see fewer of these, but more SBL 336 / Appendix 05 disciplinary cases, including for cases where the Administration seeks lesser sanctions than termination. I believe that non-Senate Faculty may also grieve non-disciplinary termination under SBL 337, but I'm not 100% sure and I don't know if that has happened at UCR in recent memory.