Faculty Discipline Process

1. Faculty investigators
2. Privilege and Tenure Committee
3. Chancellor’s decision

Settlement or mediation may occur at any point.
Faculty Discipline Process

When the allegations include discrimination, sexual harassment, or sexual violence, there is a preliminary step:

• Investigation by the Title IX office

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2. Privilege and Tenure Committee
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Investigation by Title IX Office

• If there is evidence that someone has violated UC policies about discrimination or sexual harassment/violence, the Office for the Prevention of Harassment and Discrimination investigates.

• Its standard of evidence is whether it is more likely than not that UC policies were violated.

• It refers reports and findings concerning faculty conduct to the Vice Provost.
Faculty Investigators

• They are appointed by the vice provost for the faculty but investigate allegations independently from the administration.
• They determine whether there is probable cause to believe that the Faculty Code of Conduct has been violated.
• The process is confidential.
Privilege and Tenure Committee

• P&T is a committee of the Academic Senate.
• Its processes generally include a formal hearing.
• It makes a recommendation to the Chancellor concerning discipline, using a clear and convincing standard of evidence.
• The process is confidential.
• Three-year statute of limitations.
Chancellor’s Decision

• After receiving a recommendation from P&T, the Chancellor can consider six forms of discipline including dismissal.

• The Chancellor’s decision is final for most forms of discipline except for dismissal of a tenured faculty member which requires approval by the UC Regents.