The Faculty Senate approved in principle the restructuring of faculty appeals and grievance committees (Document No. 1604, May 10, 1988). The following changes to UWM Policies and Procedures have been made to conform to the recommendations in Document No. 1604 and have been approved by the Codification Committee.

Eliminate A 2.7: Faculty Merit Appeals Committee.

Eliminate A 3.2: Faculty Human Rights Committee.

Change A2.3 (2) and 5.44 (4) as follows:

**OLD:**

A2.3 Faculty Appeals Committee

2. Functions. Upon referral by the University Committee, serves as the grievance committee in cases not falling within the authority of any other faculty committee having jurisdiction over specific categories of grievances, pursuant to the provisions in Wis. Admin. Code, UWS 6.02 or 3.08 (UWM Policies and Procedures, 5.18), as appropriate.

**NEW:**

A2.3 Faculty Appeals and Grievances Committee

2. Functions. Upon referral by the University Committee, hears appeals in accordance with the provisions of s. UWS 3.08, Wis. Adm. Code and s. 5.18, UWM Policies and Procedures; and serves as the grievance committee in cases not falling within the authority of any other faculty committee having jurisdiction over specific categories of grievances, pursuant to the provisions of s. UWS 6.02, Wis. Adm. Code.

**OLD**

5.44 Faculty Rights and Responsibilities Committee

(4) Functions.

(a) Any person may file a written complaint with the University Committee for referral to the Faculty Rights and Responsibilities Committee or other appropriate faculty standing committee.
(b) Upon referral by the University Committee, conducts fact-finding concerning allegations of misconduct made against one or more faculty members or against a faculty body and makes recommendations to the Chancellor concerning disciplinary action, or appropriate corrective non-disciplinary action. The Committee may consult informally with individuals concerning questions which may lead to allegations of misconduct prior to the filing of formal complaints with the University Committee.

NEW 5.44 Functions.

(4) Replaces OLD (a) and (b)

Upon referral by the University Committee, pursuant to the provisions of s. UWS 6.01, Wis. Adm. Code, conducts fact-finding concerning allegations of misconduct, which may include alleged human rights violations, made against one or more faculty members or against a faculty body and makes recommendations to the Chancellor concerning disciplinary action, or appropriate corrective non-disciplinary action. The Committee may consult informally with individuals concerning questions which may lead to allegations of misconduct prior to the filing of formal complaints with the University Committee.

Rationale

In order to simplify the existing grievance committee structure, all grievances, appeals, and complaints by faculty (including merit appeals cases) should be handled by one committee, the Faculty Appeals and Grievances Committee.

All grievances and complaints against faculty (including human rights cases, but excluding dismissal), should be handled by one committee, the Faculty Rights and Responsibilities Committee.

The Dismissal Hearing Committee and the Sexual Harassment Committee will remain intact.

The University Committee
Carol Baumann
Frank Cassell
Robert Greenstreet
Robert Ingle
Moises Levy
Ellen Murphy
Kenneth Watters (Chair)