The University Committee moves that the following amendments to UWM Policies and Procedures 5.43 be approved.

[Changes are in boldface type; deletions are struck over.]

5.43 Discipline Defined

Discipline means either of the following sanctions includes, but is not limited to, the following proposed actions, which shall be commensurate with the nature of the complaint:

(1) An official written reprimand by any employee or official of the University. An oral reprimand;

(2) Any reduction of the salary of a faculty member or reduction of an increase in salary recommended by the department, other than for budgetary reasons [Note: this will be new (7).] A written reprimand;

(3) Counseling or other rehabilitative interventions;

(4) Temporary reassignment or other restrictions on duties for a period to be determined;

(5) Temporary or permanent restriction of access to university property or services;

(6) Reimbursement for damages to, destruction, or misappropriation of university property or services;

(7) Reduction in salary or reduction of an increase in salary recommended by the department, other than for budgetary reasons.

(8) Suspension without pay for a specified period of time.
Rationale

We are here recommending changes to FPP 5.43, Discipline Defined. In some instances, and depending on the nature of the complaint, it may be appropriate to impose other forms of disciplinary action in lieu of or in addition to the two sanctions listed in existing s. 5.43. The intent is that FPP 5.43, Discipline Defined, provide a wide listing of types of discipline leading from the least severe to the most severe to be commensurate with the nature of the complaint.

Satisfies the Codification Committee's criteria of clarity, internal consistency, and relationship to other policies and procedures governing UWM.