The committee received two cases in this academic year. The first of the two cases was resolved through mediation. The second case was passed to the committee after having been investigated by Equity and Diversity Services (EDS), and then forwarded by the provost to the University Committee, which charged FRRC with handling the case. This second case presented a new situation for the FRRC, as no members of the FRRC had ever dealt with a case involving EDS. Since the EDS did not have complaint procedures that aligned with FRRC policies and procedures for accepting a complaint in good form, the committee elected to ask complainants named on the EDS complaint to re-submit their complaints to FRRC in compliance with FRRC policies and procedures. The complainants decided not to pursue their complaints. Members of the FRRC were concerned that complainants were discouraged by the request to re-submit the complaint. In response to this concern, FRRC drafted the following memo to Patricia Villareal, director of EDS:

Dear Patricia Villareal:

On behalf of the Faculty Rights and Responsibilities Committee, I would like to make the following recommendation concerning complaints against faculty members involving EDS:

Upon receiving a complaint, EDS should verify with complainants that their complaint meets FRRC guidelines for a “complaint in good form” as outlined in committee policies and procedures 5.5:

“5.5. The Committee shall consider a complaint in good form if it:

5.5.1. Adequately defines the maker of the complaint and the subject(s) against whom the complaint is directed.

5.5.2. Identifies the alleged misconduct in accordance with UWM P&P 5.41(a) or (b) and describes the alleged misconduct with sufficient specificity to allow the possibility of rebuttal.

5.5.3. Supports the allegations with sufficient documentation to determine if
prima facie evidence exists for further investigation by the Committee.

5.5.4. Provides both the names of persons capable of providing supporting testimony or supplementary information, and addresses or telephone numbers by which those persons can be reached.

5.5.5. Specifies the remedy sought by the maker of the complaint.”

If these criteria are explicitly shown to be met in the original EDS complaint, then, should the complaint reach the stage of de novo consideration by the FRRC, the committee will not need to elicit this information from complainants under a new form. By implementing this recommendation, the university can avoid placing extra burden on complainants in EDS cases.

This memo was the last action taken by the FRRC in the 2008-2009 academic year.

Respectfully submitted,

[Signature]

Lawrence Kuiper
Chair FRRC