University of Wisconsin
Milwaukee

FACULTY APPEALS AND GRIEVANCES COMMITTEE
2015-16 Annual Report

Members:

<table>
<thead>
<tr>
<th>Name</th>
<th>Rank/Title</th>
<th>Department</th>
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<tbody>
<tr>
<td>Rina Ghose</td>
<td>Prof Geography</td>
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</tr>
<tr>
<td>Natasha Sugiyama</td>
<td>Assoc Political Science</td>
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<tr>
<td>Teresa Johnson</td>
<td>Assoc College of Nursing</td>
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<tr>
<td>Gillian Rodger</td>
<td>Assoc Music</td>
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<tr>
<td>Adrian Dumitrescu</td>
<td>Assoc Computer Science</td>
<td></td>
</tr>
<tr>
<td>David Heathcote ¹, Chair</td>
<td>Prof Biological Sciences</td>
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<tr>
<td>Rebecca Holderness *</td>
<td>Assoc Theatre</td>
<td></td>
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¹ Repl J. Reisel (2016-E)
² Repl N. Burrell/Alfonso Thurman (2017-E)

Charter:

Functions/Responsibilities:

A2.3 Faculty Appeals and Grievances Committee

(1) Membership. Seven tenured faculty members elected by the faculty. No more than two of the faculty shall be from a single faculty division. No more than three faculty members shall be from a single school, college or equivalent academic unit, and no more than one member shall be from a single department in a departmentalized school or college. Members who have been elected to and have served a full three-year term are not eligible for reelection until two years have elapsed. Members who are elected to a partial term are eligible for reelection.

(2) Chairperson. In the spring semester, the committee shall elect a chairperson for the following year from among its continuing members. The decision shall be communicated to the Secretary of the University by April 15. The duties of the new chairperson will commence on the first day of the fall semester, except that the new chairperson may serve over the summer by agreement of the committee in the event that the incumbent chairperson is unable to serve.

(Document 1691, 12/21/89; UWM Administration approval, 2/8/90)

(3) Functions. Upon referral by the University Committee, hears appeals in accordance with the provision of UWS s. 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 UWS s. 6.02, Wis. Adm. Code. The Faculty Appeals and Grievances Committee shall retain
jurisdiction during pendency of any reconsideration; the University Committee shall retain jurisdiction during a de novo consideration by an ad hoc review committee (ref. 5.181 - 5.186).

(Document 1057, 12/20/77; UWM Administration approval, 3/29/78; Regent approval, 7/14/78)
(Document 1089, 4/20/78; UWM Administration approval, 5/2/78)
(Document 1180, 12/20/79; UWM Administration approval, 12/31/79)
(Document 1519, 11/20/86; UWM Administration approval, 11/29/86; Regent approval, 4/10/87)
(Document 1648, 1/26/89; UWM Administration approval, 2/11/89; Regent approval, 7/7/89)
(Document 1791; 10/17/91; UWM Administration approval, 12/7/91)
(Document 1809 (Revised), 11/19/92; UWM Administration approval, 11/30/92; Regent approval, 2/5/93)

Meetings:

The committee had a busy 2015/2016 year. Following an organizational meeting and election of chair, we had 4 appeals forwarded by the University Committee. One was returned back to the University Committee and recommended for de novo review. The other 3 appeals were also thoroughly investigated but were denied, as they did not meet the burden of proof required by University Policies and Procedures. One of the three was provided a remedy to address their concerns.

The meetings occurred on the following days:

September 30, 2015
January 21, 2016
February 11, 2016
February 23, 2016
March 8, 2016
April 12, 2016
April 21, 2016
May 5, 2016
May 12, 2016
My 16, 2016

Respectfully submitted,
R. David Heathcote