ANNUAL REPORT OF THE FACULTY RIGHTS AND RESPONSIBILITIES COMMITTEE (UFRRC)

Since the first meeting of UFRRC on November 8, 1971, 24 meetings have been held. Regular meetings are scheduled for 12:15-1:15 p.m., first and third Wednesdays of the month, Student Union. This report will cover the year-and-one-half of operation, as no report was submitted in April 1972.

The original Committee included:

Neal Riemer, L & S, Political Science - 3 years (original chairman)
Vinton Bacon, C.A.S.E. - Mechanics - 3 years
Alvin Wolfe, L & S - Anthropology - 3 years
Joan Oppeneer, Nursing - 2 years
Betty Johnson, Social Welfare - 2 years
James Macdonald, Educ. - Curric. & Instr. - 1 year
George Hutchinson, Business Administration - 1 year

In developing its procedures, the Committee decided to take complaints directly and originally, formally or informally, but to recommend that the complainant exhaust the following procedure before filing a grievance:

**Step 1:** Individual complainant to individual faculty member against whom he has a grievance. This process should take no longer than two weeks. If no satisfactory solution can be reached;

**Step 2:** Individual complainant to chairman of department. Here again, a maximum of two weeks should be sufficient for resolution. If the complainant has not received satisfaction, he moves on to;

**Step 3:** Individual complainant to dean of his school. With an additional two week period the case should be resolved, or as the final appeal, go to

**Step 4:** Individual complainant to UFRRC.

Thus, a total of no more than six weeks should elapse before a complainant either: a) is satisfied that he has been fairly and justly dealt with through the route described above or b) makes a documented referral to UFRRC. After the documented referral, the Committee considers such a complaint at its next scheduled meeting.

Under these procedures, the following cases or communications have been heard with the disposition shown in parentheses:

- Smoking by faculty and students in classroom (asked Chancellor for a strong letter to all faculty at beginning of each semester).
- ACLU correspondence requesting Committee clarification (handled by Chairman Riemer).
- AAUP asking four questions re Affirmative Action Program (recommended inquiry be taken to Human Rights and/or University Committees as (1) the requested action was not against an individual faculty member charging any misconduct, and (2) the request was from outside of the faculty, administration, or student body within UWM).
Two student complaints for dismissal from class without proper notification or hearing (both cases referred back to school or college level, one apparently satisfied; one apparently still pending).

Complaint from faculty member against his Executive Committee for failure to recommend promotion (advised complainant of procedures should he determine to file formal charges).

Complaint from a dean against faculty member re conflicting activities (Committee requested additional documentation prior to deciding whether to hear case).

The Committee strongly recommends that provision be made for legal counsel for students, faculty, and administration in preparing their grievances.

Faculty Rights and Responsibilities Committee

Vinton W. Bacon, Chairman
Jean Currey
Betty Johnson
David Luce
Paul Lydolph
Joan Oppeneer
William Stroud