CHAPTER 5

ACADEMY PERSONNEL

5.00 Definitions
5.10 Appointment and Tenure
5.20 Dismissal Procedures
5.30 Conflicting Activities

5.00 General Purpose. The provisions of this chapter are specifically limited to individual faculty members as defined in 5.01 and do not apply to academic staff personnel. The dean or other appointing authority shall send to each member of the faculty, and to each new appointee to the faculty, a copy of Chapter 5. UWM Regulations and the University of Wisconsin System Faculty Personnel Rules.

5.01 Faculty Personnel. Faculty means persons who hold the rank of professor, associate professor, assistant professor, or instructor in an academic department or its functional equivalent.

5.02 Faculty Status. By action of the faculty senate and the Chancellor, academic staff members with training, experience and responsibility comparable to those in the professional ranks may be designated as having faculty status with the right to participate in faculty governance as specified in Chapter 1. Faculty status does not confer rank or tenure or convert an academic staff appointment into a faculty appointment. The provisions of 5.00 do not apply to academic staff granted faculty status.

5.10 Tenure Appointment. Tenure appointment means an appointment for an unlimited period granted to a ranked faculty member by the Board of Regents upon the affirmative recommendation of the executive committee of the appropriate academic department or its functional equivalent, the dean of the college or school, and the Chancellor. Tenure appointment may be granted to any ranked faculty member who holds a half-time appointment or more. The proportion of time provided for in the appointment may not be diminished or increased without the mutual consent of the faculty member and the University unless the faculty member is dismissed for just cause pursuant to 36.13 (5) Wisconsin Statutes or is terminated or laid off pursuant to 36.21 Wisconsin Statutes. Tenure includes rights and privileges appropriate to the rank subject to the provisions of Chapter 4.04.

5.11 Limited Appointment. A limited appointment is to a specific administrative position and is at the pleasure of the appointing authority. A person who has a faculty appointment does not lose it by appointment to an administrative position, but administrative officers do not have tenure in their administrative positions.

5.12 Probationary Appointment. A probationary appointment means an appointment preceding the granting of tenure. It is made by the Board of Regents upon the affirmative recommendation of the executive committee of the appropriate academic department, or its functional equivalent, the dean of the college or school, and the Chancellor.

5.13 Calculating the Probationary Period.

(1) The probationary period for faculty on at least one-half time but not more than three-fourth time appointment is counted as one-half year probationary service; service of greater than three-fourth time is counted as a full year. In no case shall the probationary period exceed fourteen calendar years.
(2) The period of leave of absence is excluded in calculating the probationary period.

(3) Previous full-time service in other accredited colleges or universities in a rank equivalent to assistant professor or above at the University, is taken into account in computing a person's probationary service at the University, so that the probationary period shall not exceed seven years in all; provided that if a person receives a probationary appointment after service of more than three years in one or more institutions, a person's probationary status in the University may extend for as long as four years, even though the total probationary period is thereby extended beyond the normal maximum of seven years.

(4) In cases of transfers from other institutions, with the consent of the person concerned, the department and the dean, it may be agreed in writing at the time the appointment is made, that one whose previous full-time service was performed in those institutions before receiving the doctoral degree (or the degree typically considered terminal in a given discipline), and while a candidate for this degree, may be granted a maximum seven-year probationary period in the University. This rule shall also apply to a transfer from one institution in the University System to the University of Wisconsin-Milwaukee provided that the person's total probationary service in the System shall not exceed ten years.

5.14 Divisional Committees Must Advise on Certain Appointments. Before an appointment is made within a department included within a division to a position of permanent tenure, or to associate professor where tenure had been granted previously at a lower rank, the dean shall ask through the divisional chairman the advice of the executive committee of the division.

5.15 Appointment, Reappointment, Tenure, Non-Retention and Notification of Probationary Instructors. An instructor is appointed for a probationary period of one year and may be reappointed as instructor for not more than six times, except as provided in 5.13 (1) and later in this paragraph. After not more than seven years of probationary service as an instructor at this University, whether continuous or not, the faculty member, upon the recommendation of the executive committee of the appropriate academic department or its functional equivalent, the dean of the college or school, and the Chancellor, shall be promoted to assistant professor with tenure or not retained, or, in exceptional cases, reappointed without promotion but with tenure. The instructor shall be informed in writing of that decision before the close of the faculty member's sixth year of service. These provisions do not imply any obligation of reappointment from year to year, nor do they preclude recommending an instructor for promotion at any time.

5.16 Appointment, Reappointment, Tenure, Non-Retention and Notification of Assistant Professors. After not more than seven years of probationary service as assistant professor, or instructor and assistant professor, except as provided in 5.13, the faculty member shall be promoted with tenure, not retained, or, in exceptional cases, reappointed with tenure. The decision on which course to take is made on recommendation of the executive committee of the appropriate department or its functional equivalent, the dean and the Chancellor to the Board of Regents. The faculty member is notified in writing by the executive committee of its decision one year before the end of the faculty member's appointment. If a faculty member is appointed assistant professor from outside the University of Wisconsin-Milwaukee, the appointment is normally for a term of two years. These provisions do not imply any obligation of reappointment, nor do they preclude recommending as assistant professor for promotion or tenure after a shorter period of service than seven years.
5.17 Consideration and Reconsideration on Reappointments of Non-Tenured Faculty. Provisions of 5.17 through 5.177 apply in all situations where a negative decision will lead to the non-retention of a non-tenured faculty member. Unless otherwise specified, the executive committee refers to the departmental executive committee or its functional equivalent.

5.171 Notice of Consideration. The chairman of the appropriate executive committee or its functional equivalent must notify a non-tenured faculty member in writing at least 30 days prior to executive committee consideration of reappointment, promotion, or non-renewal of appointment. The notice invites the faculty member to review personal vita and supporting materials, and to submit additional written material the faculty member deems relevant. The notice advises the faculty member of the opportunity to make a personal presentation to the executive committee at the meeting at which the faculty member is to be considered, and if the faculty member chooses to make a personal presentation, that portion of the meeting will be closed unless an open meeting is requested by the faculty member.

5.172 Commencement of Consideration Process. In making a personnel decision that may involve non-retention, the executive committee must start the process early enough to allow for a possible reconsideration and to meet the deadlines for notification of non-retention as stated in 5.19.

5.173 Statement of Reasons for Non-Retention. If the executive committee makes a recommendation of non-retention, it must formulate written reasons for the negative recommendation before adjourning. These reasons will be considered binding on the executive committee. The reasons will not appear in the minutes of the meeting but shall be entrusted to the chairman who must immediately inform the faculty member orally of the reasons. No recommendation shall be forwarded to the dean until the faculty member has been given the opportunity to request the written reasons and/or a reconsideration by the executive committee according to procedures outlined below. Failure by the faculty member to meet the deadlines for requesting written reasons and/or a reconsideration is considered a waiver of those procedures, and the executive committee shall forward its recommendation to the dean. The faculty member shall have the opportunity, within 3 working days after notification by the executive member of the possible adverse consequences of the existence of written reasons. If the faculty member persists in the request, the chairman will immediately provide a copy of the executive committee's statement of reasons.

5.174 Reconsideration of Non-Retention. If the faculty member wishes a reconsideration of non-retention by the executive committee, the request must be made within 3 working days of the receipt of the oral reasons or within 2 working days of the receipt of the written reasons. The meeting for reconsideration shall be held within 10 days of the receipt of the request, but reasonable notice must be given to the faculty member. At the faculty member's option a personal presentation may be made at the reconsideration meeting. If the faculty member makes a personal presentation, that portion of the meeting will be closed unless an open meeting is requested by the faculty member. At the meeting for reconsideration the faculty member is entitled to present witnesses, to have counsel present, and to be provided with a tape recording of the proceedings. The reconsideration is not a hearing, nor an appeal, and shall be non-adversary in nature. Its only purpose is to allow the faculty member an opportunity to persuade the executive committee to change its negative recommendation by challenging the stated reasons and/or by offering new evidence not available at the initial consideration. The burden of proof is on the person requesting the reconsideration. Following the reconsideration, the executive committee decides what recommendation it will transmit to the dean. If the executive committee decides to forward a negative recommendation to the dean, the reasons for the recommendation must be included.
5.175 Dean's Action on Negative Recommendation. If the executive committee forwards a negative recommendation that will result in non-retention for a faculty member, the dean must accept that recommendation, subject to appeal procedures outlined below, and inform the faculty member of the date when the faculty member's appointment is terminated.

5.176 Dean's Action on Positive Recommendation.

(1) If the executive committee forwards a positive recommendation for tenure, the dean may forward the recommendation of the departmental executive committee to the appropriate divisional executive committee with a request for advice. The divisional executive committee's recommendation must accompany the dean's recommendation when forwarded to the Chancellor.

(2) If the dean decides not to accept the recommendation, the dean shall notify the chairman of the executive committee, with a copy to the individual involved, of the decision within a reasonable time. If the faculty member within 5 working days requests written reasons and/or reconsideration the dean shall respond to the request using the same procedures outlined for the executive committee.

(3) If the dean declines to request advice from the appropriate divisional committee the departmental executive committee may forward the recommendation directly to the appropriate divisional executive committee for advice.

(4) If the executive committee forwards a positive recommendation for a probationary appointment and the dean does not accept that recommendation, the dean shall notify the chairman of the executive committee, with a copy to the faculty member concerned. If within 5 working days the faculty member requests written reasons, and/or reconsideration, the dean shall respond to the request within 10 working days. If, after reconsideration, the dean's final decision results in non-retention, the dean must notify the faculty member.

(5) A non-renewal notice is effective upon its issuance by the dean. The time limits, as stated in 5.19 for issuing a non-renewal notice, are not extended by subsequent hearing or subsequent appeals.

5.177 Divisional Committee Action on Recommendation. If the divisional executive committee gives negative advice in a personnel case where the result will be non-retention, the divisional executive committee, before forwarding its advice to the dean, must notify the chairman of the departmental executive committee and the faculty member of its intention and of the right of the departmental executive committee to ask for reconsideration within 7 working days of receiving the notice. If the departmental executive committee requests a reconsideration, the divisional executive committee must meet within 10 working days of the receipt of the request. If no request for reconsideration is received, the negative advice with a written statement of reasons shall be forwarded to the dean at the end of the initial 7 working day period.

5.18 Appeals: Provisions of Non-Renewal Decision. Provisions of 5.18 through 5.183 apply in all situations where non-renewal decisions have been rendered.

5.181 Appeals on Procedural Issues. Appeals on procedural and non-academic issues may be brought to the University Committee at any time during or after any of the above proceedings. The University Committee may suspend reconsideration proceedings pending a ruling on appeal. The burden of proof in such appeal shall be on the faculty member.

5.182 Scope of Review. The scope of review on procedural issues shall be limited to whether the decision was based, with material prejudice to the individual, on one or more of the following:
(a) conduct, expressions, or beliefs which are constitutionally protected, or protected by the principles of academic freedom, or

(b) factors proscribed by applicable state or federal law regarding fair employment practices, or

(c) improper considerations of qualifications for reappointment or renewal as defined below. For the purpose of this section, "improper consideration" shall be deemed to have been given to the qualifications of a faculty member in question if material prejudice resulted because of any of the following:

(1) the procedures required by rules of the faculty or Board of Regents were not followed, or

(2) available data bearing materially on the quality of performance were not considered, or

(3) unfounded or arbitrary assumptions of fact were made about work or conduct.

5.183 Appeals on Academic Issues. Normally the decisions of a departmental executive committee or a divisional executive committee are conclusive on academic issues. The University Committee, if it judges the circumstances to be unique, may consider academic appeals. Therefore, the burden of proof is on the faculty member to demonstrate to the University Committee that unique circumstances exist which clearly indicate an abuse of professional discretionary judgement by departmental or divisional executive committees. After its investigation the University Committee will make a report and recommendation to the faculty member and appropriate officials.

5.19 Notice Periods. Written notice of reappointment or non-retention shall be given to probationary faculty as follows:

(a) when the appointment expires at the end of an academic year, not later than March 1 of the first academic year and not later than December 15 of the second consecutive year of service;

(b) if the initial appointment expires during an academic year, at least 3 months prior to its expiration; if a second consecutive appointment terminates during the academic year, at least 6 months prior to its expiration;

(c) after 2 or more years of continuous service at this University such notice shall be given at least 12 months before expiration of the appointment.

(d) if proper notice is not given as designated above, the faculty member shall be entitled to a one-year terminal appointment. Such appointments shall, however, not result in the achievement of tenure.

5.20 Dismissal for Cause: Tenure Appointments. A faculty member who holds a tenure appointment as defined in 5.10 may be dismissed only by the Board of Regents and only for just cause and only after due notice and hearing.

5.21 Dismissal for Cause: Non-Tenure Appointments.

(1) A faculty member having a probationary appointment as defined in 5.12 may be dismissed prior to the end of the term of appointment only by the Board of Regents and only for just cause and only after due notice and hearing.
(2) Non-renewal of a probationary appointment is not a dismissal for cause under the provisions of this section.

5.22 **Dismissal for Cause Procedures.** Dismissal proceedings are initiated by the Chancellor or his designated officer. Within a reasonable time after receipt by the Chancellor a complaint against a faculty member, verified by the complainant, which the Chancellor deems substantial and which, if true, might lead to dismissal under section 5.20 and 5.21, the Chancellor conducts an investigation. If the investigation appears to support the complaint, the Chancellor offers to discuss the matter informally with the faculty member. If the faculty member refuses to discuss the matter or it is not resolved by discussion, the Chancellor prepares written charges, and causes the same to be served upon the faculty member personally or by certified mail.

5.23 **Just Cause.** A faculty member is entitled to enjoy and exercise all rights and privileges of a United States citizen, and the rights and privileges of academic freedom as they are generally understood in the academic community. This policy shall be observed in determining whether just cause for dismissal exists. The burden of proof of the existence of just cause for dismissal is on the administration.

5.24 **Fair Hearing.** The faculty member addresses a written request for a hearing to the chairman of the Dismissal Hearing Committee. A fair hearing includes:

1. Service of notice of hearing with a specific charge in writing at least 20 days prior to the hearing.
2. A right to the names of witnesses and of access to documentary evidence upon the basis or which dismissal is sought. Adjournments shall be granted to enable either party to investigate evidence as to which a valid claim of surprise is made.
3. A right to be heard in his own defense by all bodies passing judgement.
4. A right to counsel or other representative and to offer witnesses.
5. A right to confront and cross-examine witnesses against a faculty member.
6. A stenographic record of all hearings and transcripts thereof, at no cost to the faculty member.
7. Findings of fact and a decision based on the hearing record.
8. The admissibility of evidence is governed by Wis. Stats. Sec. 227.10. The burden of proof of the existence of just cause for dismissal is on the administration.

5.25 **Dismissal Hearing Committee.** The Dismissal Hearing Committee conducts the hearing in compliance with 5.24. This hearing is a closed hearing unless the person concerned requests a public hearing. The Dismissal Hearing Committee consists of five members: The Chairman of each of the Executive Committees of the four divisions, Arts and Humanities, Natural Sciences, Professions, and Social Sciences, and the Chairman of the Codification Committee. Should any member of the Dismissal Hearing Committee be disqualified the committee of which such person is chairman shall designate from its membership a substitute, in consultation with the University Committee.

5.26 **Recommendations:**

1. To the Chancellor: The Dismissal Hearing Committee shall send to the Chancellor and to the
faculty member concerned, as soon as practicable after conclusion of the hearing, a verbatim record of the testimony and a copy of its report, findings, and recommendations. The committee may determine that, while just cause for discipline exists, some sanction less severe than dismissal is more appropriate.

(2) Within 20 days after receipt of this material the Chancellor shall review it and afford the faculty member an opportunity to discuss it. The Chancellor shall prepare a written recommendation within 20 days following the meeting with the faculty member, unless the proposed recommendation differs substantially from that of the committee.

(3) If the Chancellor's proposed recommendations differ substantially from those of the Dismissal Hearing Committee, the Chancellor shall promptly consult the Dismissal Hearing Committee and provide the committee with a reasonable opportunity for a written response prior to forwarding the recommendation.

(4) If the recommendation is for dismissal, the recommendations shall be submitted through the President of the University of Wisconsin System to the Board of Regents.

(5) A copy of the Dismissal Hearing Committee's report and the recommendations shall be forwarded through the President of the System to the Board of Regents along with the Chancellor's recommendation. A copy of the Chancellor's recommendation shall also be sent to the faculty member concerned and to the Dismissal Hearing Committee.

(6) Disciplinary action other than dismissal may be taken by the Chancellor, after affording the faculty member opportunity to be heard on the record, except that, upon written request by the faculty member, such action shall be submitted as a recommendation through the President of the System to the Board of Regents together with a copy of the Dismissal Hearing Committee's report and recommendation.

5.27 Board of Regents Review.

(1) If the Chancellor recommends dismissal, the Board of Regents shall review the record before the Dismissal Hearing Committee and provide an opportunity for filing exceptions to the recommendations of the Dismissal Hearing Committee or Chancellor, and for oral arguments, unless the Board of Regents decides to drop the charges against the faculty member without a hearing, or the faculty member elects to waive a hearing. This hearing shall be closed unless the faculty member request an open hearing.

(2) If, after the hearing, the Board of Regents decides to take action different from the recommendations of the Dismissal Hearing Committee and/or the Chancellor, then before taking final action the Board of Regents shall consult with the Dismissal Hearing Committee and/or the Chancellor, as appropriate.

(3) If the faculty member whose dismissal is sought does not request a hearing, the Board of Regents shall take appropriate action upon receipt of the statement of charges and recommendation of the Chancellor.

5.28 Suspension from Duties. Pending final decision as to dismissal, the faculty member shall not normally be relieved of duties; but if, after consultation with appropriate faculty committees, the Chancellor finds that substantial harm to the University may result if the faculty member continues in the position, the faculty member may be
relieved immediately of duties, but on salary until the Board of Regents makes its decision as to dismissal. A decision by the Board or Regents ordering dismissal shall specify the effective date of dismissal.

5.30 Reporting of Substantial Outside Activities. A member of the faculty employed on a full time basis who engages in or plans to engage in gainful activities of an extensive, recurring or continuous nature outside of the person's broad institutional responsibilities during any period of full time employment by the University shall report in writing the nature and scope of such activities to the chairman of his department and to the appropriate dean or director.

5.31 Approval Assumed: Consultation with the Chancellor. Approval of such activities may be assumed unless the faculty member is advised of the contrary, in writing, within 30 days by the dean or director. The dean or director should consult the Chancellor concerning all cases involving major sums of money, extensive time, or work which is related to matters of public policy and concern.

5.32 Right of Appeal. If the dean or director disapproves of such activities, the faculty member has the right of appeal to the Chancellor and the President of the System, and from them to the Board of Regents, who shall hear the faculty member if the person so desires.

5.33 Use of University Facilities for Personal Purposes. University facilities, equipment and supplies shall not be used by the faculty for other purposes than carrying out their institutional responsibilities. If for any reason a faculty member deems it essential to use such facilities for personal activities, appropriate arrangements shall be made with the University authorities.

5.34 Use of University Facilities for Commercial Purpose. University facilities shall not be used by faculty members for outside activities of a commercial character without previous arrangements with the appropriate University authorities.

5.35 Absence from Regular Duties. Members of the faculty who expect to be absent from classes or other regular duties to fulfill outside engagements shall inform the appropriate dean or director. Faculty members shall avoid a concentration of class hours detrimental to effective teaching.

5.36 Part-time Employment. A faculty member who is on a part-time basis shall be so designated in the budget. The arrangements made concerning his duties to the University shall be in writing.

5.37 Service as an Expert Witness. A faculty member who intends to serve as an expert witness in any civil or criminal case, within or without the state, shall promptly report the nature of the case to the dean or director, who shall transmit the information to the Chancellor.

5.38 Service with Agencies Granting Money. A faculty member who is asked to serve as adviser or consultant, or in any other capacity, with a public or private agency which grants money or decides policy for grants, shall ascertain if this participation will adversely affect the University's eligibility for funds from the agency involved, and shall report this information to the Chancellor through the dean or director.

5.40 Authorization of Faculty Rights and Responsibilities Committee. The faculty shall elect, in conformity with section 5.44, a Faculty Rights and Responsibilities Committee.
5.41 **Faculty Rights and Responsibilities.** University faculty members as defined in section 5.01 shall be subject to discipline only for conduct which: (a) Violates the UWM Regulations or (b) Violates state or federal law which directly, substantially, and adversely affects the ability of a faculty member to perform the faculty member’s responsibilities to the University.

5.42 **Disciplinary Procedure Exclusive.** Discipline shall be imposed on any faculty member pursuant to the procedure hereinafter provided, except that dismissal charges are subject to the provisions of section 5.20 through 5.28.

5.43 **Discipline Defined.** Discipline means either of the following sanctions:

1. an official written reprimand by any employee or official of the University;

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;

3. any other action taken against a faculty member by a faculty body

5.44 **Faculty Rights and Responsibilities Committee.**

1. **Membership.** The Faculty Rights and Responsibilities Committee (hereinafter committee) shall consist of seven members of the faculty, no more than two of whom shall be from a single faculty division. Each member shall serve a term of three years on a staggered basis. Members who have been elected to a full three year term are not eligible for reelection until two years have elapsed.

2. **Nominations and Elections.** Nominations for election to the committee shall be by the Nominations Committee and by the faculty in accordance with the regular procedures for elected faculty committees. Elections shall be conducted in the same manner as for other faculty committees.

3. **Vacancies.** Vacancies on the committee may be temporarily filled until the next election by the University Committee, subject to approval of the Faculty Senate. At the next regular election a member shall be elected to fill the unexpired portion of the term.

4. **Chairman.** The committee shall annually elect a chairman from among its members.

5. **Powers.**

   a. When an allegation of misconduct is made to the committee, it may conduct fact-finding and make recommendations to the Chancellor concerning disciplinary action.

   b. The committee may dismiss the complaint, or refer it to the department or other equivalent administrative unit, or to the faculty member for disposition if the committee does not judge the allegation to be serious enough to warrant its further action.

   c. When the Chancellor has brought dismissal charges against a faculty member whom a complaint has been filed under section 5.41 above, the provisions of sections 5.20 through 5.28 supersede, and any proceedings under sections 5.40 through 5.46 shall be suspended immediately.

5.45 **Committee Procedures.**

1. Any member of the University or the public may file a written complaint with the committee, setting forth specifically the alleged misconduct.
(2) **Notification.** The committee shall examine all complaints to determine whether a prima facie case exists. When a written complaint is lodged with the committee, the faculty member involved shall be notified. If the committee decides on any action other than dismissal of the complaint, the faculty member concerned shall be informed at once.

(3) **Legal Counsel.** At the request of the committee the University shall provide it with legal counsel.

(4) **Fair Hearing.** Whenever it is decided to utilize formal fact-finding procedures, the concerned faculty member shall be assured of a fair hearing, including the right to present testimony or evidence in the faculty member's behalf, to cross-examine witnesses, and to be represented by any person of the faculty member's choice. The departmental executive committee shall be consulted, and shall have an opportunity to present evidence through its chairman or other representative. The provisions for a fair hearing shall include:

(a) Service of notice of hearing with a specification of the complaint at least 20 days prior to the hearing.

(b) A right to the names of the parties bringing the complaints and of access to any documents which may be relevant to the complaint. Adjournments shall be granted to investigate evidence to which a valid claim of surprise is made.

(c) A right to be heard in his/her own defense by all bodies passing judgment.

(d) A right to counsel or other representative and to offer witnesses.

(e) A right to confront and cross-examine witnesses against him/her.

(f) A tape recording shall be made of the hearing. A copy of the tape shall be made available without cost, upon request, to the concerned faculty member.

(g) The admissibility of evidence is governed by Wisconsin Statute 227.10.

(h) A finding of misconduct must be based on a clear preponderance of the evidence.

(i) Findings of fact and recommendations based on the hearing record.

(j) The right to either a public or a closed hearing at the discretion of the faculty member concerned.

(k) The right to prompt consideration and deliberation by the committee.

(5) **Findings.** A finding of misconduct and recommendations for disciplinary action shall be reported only when at least five members of the committee concur. When this condition is not met, a finding of no misconduct shall be reported. The vote shall be reported in any case. If a member disqualifies himself in a particular case, the University Committee shall name a replacement except when the disqualification occurs after the hearing has commenced.
(6) Transmittal of Findings. The committee shall transmit its findings and recommendations in writing to the Chancellor and the faculty member involved within 10 days after the conclusion of its proceedings.

(7) Further Jeopardy Prohibited. Following the recommendations of the committee, the faculty member involved shall not be charged again for the same misconduct.

5.46 Objection(s) and Decision.

(1) Filing of Objections. Within 10 days after the transmittal of the findings and recommendation of the committee, the faculty member or the complainant may file written objection(s) with the Chancellor.

(2) Objections Based on the Record. Any objection(s) must be based on the record as developed at the hearing before the committee.

(3) Chancellor's Decision. The Chancellor shall as soon as practicable after the expiration of this 10-day period, render his decision and transmit such decision to the faculty member, the complainant and the committee.

5.47 Right of Appeal. The decision by the Chancellor on the recommendation of the committee, or on the complaint in the absence of committee recommendation, shall be final except that the Board of Regents, at its option, might grant a review on the record.

5.48 Committee Reports to the Faculty. The committee shall report to the Senate at appropriate times, but at least annually.