

**University of Wisconsin–Milwaukee  
FACULTY RIGHTS AND RESPONSIBILITIES COMMITTEE  
2021-2022 Annual Report**

**Members:**

<b>Name</b>	<b>Rank</b>	<b>Department</b>	<b>Div</b>	<b>E/A</b>	<b>Term Ends</b>
Kalman Applbaum <sup>1</sup>	Prof	Anthropology	SS	A	2023 <sup>3</sup>
Ronald Gulotta, <b>Chair</b>	Assoc	Social Sciences & Business	CGS	E	2022
Barry Cameron	Assoc	Geosciences	NS	E	2024
Jin Li	Prof	Civil Engineering	PR	E	2023 <sup>4</sup>
Jessica Meuninck-Ganger	Assoc	Art and Design	AH	E	2024
Krishna Pillai <sup>2</sup>	Prof	Mechanical Engineering	NS	A	2022
Amy Watson	Prof	Social Work	PR	E	2024

<>Yet to be appointed

1 No candidates from election

2 Repl K. Hartman (2022-E)

3 Term ending 2022 due to sabbatical for 22-23

4 Term ending 2022 due to sabbatical for 22-23

**Charter:**

**Functions/ Responsibilities:**

**A2.8 Faculty Rights and Responsibilities Committee**

(1) Membership

Seven (7) tenured members of the faculty with at least one representative from each faculty division, no more than two (2) of whom shall be from a single faculty division. No more than three (3) members shall be from a single school, college, or equivalent academic unit, and no more than one (1) 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 re-election until two (2) years have elapsed. Members who are elected to a partial term are eligible for reelection.

(Document 1691R1, 11/15/18; UWM Administration approval, 11/21/18)

(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) 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.

- (4) Functions. All allegations of misconduct, which may include alleged human rights violations, made against one or more faculty members or against a faculty body are received through the University Committee, care of the Secretary of the University's office. Upon referral by the University Committee, pursuant to the provisions of s. UWS 6.01, Wis. Adm. Code, the Committee conducts fact-finding concerning the allegations of misconduct and makes recommendations to the Chancellor concerning disciplinary action or appropriate corrective non-disciplinary action. The Committee may consult informally with individuals concerning questions which may lead to allegations of misconduct prior to the filing of formal complaints with the University Committee.

(Document 1088, 4/20/78; UWM Administration approval, 4/26/78; Regent approval, 7/14/78)  
(Document 1648, 1/26/89; UWM Administration approval, 2/11/89; Regent approval, 7/7/89)  
(Document 1691, 12/21/89; UWM Administration approval, 2/8/90)  
(Document 3048R1, 5/9/19; UWM Administration approval, 6/18/19)

(5) Powers

- a) 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.
- b) Upon determination by the committee that misconduct of sufficient magnitude to warrant consideration of dismissal for cause might have occurred, the committee shall refer the matter without further consideration to the Chancellor.
- c) When the Chancellor has brought dismissal charges against a faculty member against whom a complaint has been filed under 5.23 above, the provisions of 5.21 through 5.29 supersede, and any proceedings under 5.40 through 5.46 shall be suspended immediately.

(Document 1433, 2/21/85; UWM Administration approval, 2/28/85)  
(Document 1518, 11/20/86; UWM Administration approval, 11/24/86; Regent approval, 4/10/87)

**Meetings:**

The FRRC met 7 times over the academic year 2021-22.

We received 2 cases. Of these:

- Both cases were received in good order upon revised submissions. Based on provided information from the complainants in these two cases, both cases were disposed of and dismissed.

The FRRC also revised and adopted the Procedural Guidelines governing operations of the FRRC, to take effect upon the senate passage of revisions to Chapter 5 of P&P governing the FRRC as a standing committee of the Faculty Senate.

The H-FRRC, a special committee formed to conduct a fair hearing regarding a case from 2019, conducted this fair hearing in Dec. of 2021. This special subcommittee was formed to conduct a post-disciplinary hearing in accordance with Wis. Admin. Code and by order of the Circuit Court of Milwaukee County and to report its findings and recommendations to the Chancellor. This hearing was conducted on Dec. 15, of 2021 and the committee's findings and recommendations were forwarded to the Chancellor in January of 2022. The members of this H-FRRC are provided below:

<b>Name</b>	<b>Rank</b>	<b>Department</b>	<b>Div</b>	<b>E/A</b>	<b>Term Ends</b>
Madhusudan Dey	Assoc	Biological Sciences	NS	A	2022
Ronald Gulotta, <b>Chair</b>	Assoc	Social Sciences & Business	CGS	E	2022
Sara Benesh	Assoc	Political Science	SS	A	2022
Jin Li	Prof	Civil Engineering	PR	E	2023
Penninah Kako	Assoc	Nursing	NS	A	2022
Thomas LeBel	Assoc	Criminal Justice and Criminology	PR	A	2022
William Watson	Assoc	Theater	AH	A	2022