Proposal to Change Faculty Policies & Procedures 9.07

to Clarify That the Committee for Faculty Rights and Responsibilities (CFRR) Serves as the Impartial Hearing Officer in Dismissal Cases

A recent Legislative Audit Bureau audit (http://legis.wisconsin.gov/lab/media/2853/19-5full.pdf) found, inter alia, that UW-Madison’s faculty grievance policy “did not include the concept of an impartial hearing officer” as required by statute. A subsequent review by the Office of the Secretary of the Faculty, Workforce Relations, and Legal Affairs determined that Faculty Policies & Procedures 9.07. did indeed include this concept although it was not specifically labeled as such. This modification simply makes explicit the previously implicit fact that, in dismissal cases, the CFRR serves as that impartial hearing officer.

With mark-up

9.07. COMMITTEE ON FACULTY RIGHTS AND RESPONSIBILITIES.

A. When a faculty member appeals a disciplinary action to the committee, the committee shall:

1. Conduct fact-finding hearings if requested by the faculty member or by the provost or if deemed necessary by the committee;

2. Make recommendations to the chancellor concerning the validity of the appeal.

B. When a faculty member appeals dismissal, the committee shall under UWS 4.03 serve as the standing committee to hear and act on the case, except for cases involving allegations of misconduct in scholarly research in which the Hearing Committee on Misconduct in Scholarly Research shall be the standing committee, under Faculty Document 867a. For the purposes of Wis. Stats. s. 36.115(4)(b), this panel serves the role of impartial hearing officer.

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