Committee on Faculty Rights and Responsibilities Annual Report for 2016-2021

I. Functions

The functions of the Committee on Faculty Rights and Responsibilities (CFRR) are laid out in Faculty Policies and Procedures (FPP) 6.38: to serve as the review committee for non-renewal appeals pursuant to FPP 7.10; to serve as the hearing committee for appeals in discipline and dismissal cases in accordance with the provisions of FPP Chapter 9; and to serve as the hearing committee in cases of layoff due to financial emergency pursuant to FPP Chapter 10. For non-renewals, the CFRR will hold an initial meeting to determine whether the appeal falls under the jurisdiction of CFRR, if a violation of UWS 3.08(1) is alleged, if the information requested is provided, and that the information provides some evidence in support of the allegations. If the CFRR decides to consider an appeal of a non-renewal, they may conduct fact-finding interviews and meet multiple times before issuing a decision.

II. Committee Activities

2016-2017 Committee Activities

The 2016-2017 CFRR met to consider three non-renewal decisions; de novo committees were recommended in all three. In two appeals, the de novo committees did not recommend promotion. One de novo decision was appealed to CFRR, and the resolution is reported in the activities for 2017-2018. In the third case, the de novo committee did recommend promotion, however, the faculty member resigned.

2017-2018 Committee Activities

The 2017-2018 CFRR met to consider two non-renewal decisions. The first was the appeal of a de novo committee decision from 2016-2017. The new de novo committee recommended promotion, however, the faculty member resigned. In the second case, a de novo committee recommended promotion, which was confirmed by the divisional committee and then approved by the Dean, Chancellor, and Board of Regents.

2018-2019 Committee Activities

The 2018-2019 CFRR considered three appeals of non-renewal decisions. A de novo committee was recommended for one, and the other two tenure cases were remanded back to the departments. The de novo committee did not recommend promotion, and this decision was appealed to CFRR, which dismissed the appeal. In both cases remanded back to the departments, the departmental executive committee voted in favor of submitting the tenure packet to the divisional committee. The divisional committee recommended promotion for one which was approved by the dean, chancellor, and the UW System Board of Regents. The divisional committee did not recommend promotion in the other case, and the faculty member was not approved for promotion by the dean.
2019-2020 Committee Activities

The 2019-2020 CFRR considered four appeals of non-renewal decisions. One of the cases was dismissed by CFRR. The three other appeals were considered in 2020-2021.

In addition, two appeals for discipline were submitted but withdrawn before hearings were held.

2020-2021 Committee Activities

The 2020-2021 CFRR considered one new appeal of a non-renewal decision and continued work on three appeals from 2019-2020. Three of the cases were dismissed by CFRR. The fourth was referred to the dean. The dean upheld the nonrenewal by the department. This decision was appealed to CFRR, and the appeal was subsequently withdrawn.

III. Committee on Faculty Rights and Responsibilities Membership

2016-2017 Committee Membership
Corinna Burger (Neurology)
J. Michael Collins (Consumer Science)
Irwin Goldman (Horticulture)
Susan Lederer (History of Medicine)
Gloria Maria-Beffa (Mathematics)
Steven Nadler (Philosophy)
Pilar Ossorio (Law)
Jennifer Reed (Chemical & Biological Eng)
Howard Schweber (Political Science) *chair*

2017-2018 Committee Membership
Corinna Burger (Neurology)
Irwin Goldman (Horticulture) *chair*
Mary Halloran (Integrative Biology)
Susan Lederer (History of Medicine)
Gloria Maria-Beffa (Mathematics)
Steven Nadler (Philosophy)
Adam Nelson (Educational Policy Studies)
Pilar Ossorio (Law)
Jennifer Reed (Chemical & Biological Eng)

2018-2019 Committee Membership
Irwin Goldman (Horticulture) *chair*
Mary Halloran (Integrative Biology)
Susan Lederer (History of Medicine)
Gloria Maria-Beffa (Mathematics)
John Mullahy (Population Health Sciences)
Steven Nadler (Philosophy)
Adam Nelson (Educational Policy Studies)
Pilar Ossorio (Law)
Jennifer Ratner-Rosenhagen (History)

2019-2020 Committee Membership
Irwin Goldman (Horticulture), *chair*
Jenny Gumperz (Medical Microbiology)
Mary Halloran (Integrative Biology)
Susan Lederer (History of Medicine)
John Mullahy (Population Health Sciences)
Adam Nelson (Educational Policy Studies)
Robert Radwin (Industrial & Systems Eng)
Jennifer Ratner-Rosenhagen (History)
Anja Wanner (English)

2020-2021 Committee Membership
Jeff Beneker (Classical & Ancient Near Eastern Studies)
Irwin Goldman (Horticulture) *chair*
Jenny Gumperz (Medical Microbiology)
John Mullahy (Population Health Sciences)
Robert Radwin (Industrial & Systems Eng)
Jennifer Ratner-Rosenhagen (History)
Vikas Singh (Biostatistics & Medical Informatics)
Izabela Szlufarska (Materials Science & Eng)
Anja Wanner (English)