

**COMMITTEE ON FACULTY RIGHTS AND RESPONSIBILITIES  
ANNUAL REPORT FOR 2011-2012**

**I. Functions**

The functions of the Committee on Faculty Rights and Responsibilities (CFRR) are to serve as the review committee for nonrenewal appeals pursuant to *Faculty Policies and Procedures (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.

**II. 2011-2012 Committee Activities**

The 2011-2012 Committee on Faculty Rights and Responsibilities met four times to consider two appeals of nonrenewal decisions.

In the first nonrenewal appeal, the committee found that the appellant failed to meet the burden of proof to support the allegations of violations of UWS 3.08 and voted to dismiss the appeal. The appellant subsequently renewed the appeal to the committee. In its review of the resubmission, CFRR found that the appellant again failed to provide evidence to support the allegations of violations of UWS 3.08 and voted to dismiss the appeal with prejudice.

In the second nonrenewal appeal, the committee voted to support the appeal, and pursuant to *FPP* 7.10.C. directed that the University Committee appoint an *ad hoc* tenure review committee to conduct a *de novo* review of the faculty member's qualifications for tenure. The result of that process was a unanimous recommendation by the *ad hoc* committee for promotion to associate professor with tenure. That recommendation was supported by the divisional committee and the dean. The faculty member was granted tenure by the board of regents.

**III. 2011-2012 Committee Membership**

Jean Bahr (Geoscience)  
Bernadette Baker (Curriculum and Instruction)  
Dominique Brossard (Life Sciences Communication)  
Thomas Givnish (Botany)  
Irwin Goldman (Horticulture)  
Mary Layoun (Comparative Literature)  
Lynn Nyhart (History of Science)  
George Phillips (Biochemistry), chair  
Thatcher Root (Chemical and Biological Engineering)