

## **Faculty Hearings Committee**

Annual Report

22 November 2019

**Members 2018-19:** Debashis Aikat (Journalism, Media & Journalism, 2021); Anna Beeber (Nursing, 2020); Gary Cuddeback (Social Work, 2019); Carissa Hessick (Law, 2020); Evelyne Huber (Political Science, Arts & Sciences, 2021); Diane Juffras (Government, 2019); Elizabeth Meyer-Davis (Nutrition, Public Health, 2020); Carol Otey (Cell Biology & Physiology, Medicine, 2021); James Rives (Classics, Arts & Sciences, 2019)

**Members 2019-20:** Debashis Aikat (Journalism, Media & Journalism, 2021); Anna Beeber (Nursing, 2020); Charlotte Boettiger (Psychology & Neuroscience, Arts & Sciences, 2022); Jane Brice (Emergency Medicine, Medicine, 2022); Crystal Wiley Cené (Internal Medicine, Medicine, 2022); Carissa Hessick (Law, 2020); Evelyne Huber (Political Science, Arts & Sciences, 2021); Elizabeth Mayer-Davis (Nutrition, Public Health, 2020); Carol Otey (Cell Biology & Physiology, Medicine, 2021)

**Report prepared by:** Carissa Hessick, Committee Chair. This report covers the period from November 2018 through October 2019.

**Committee Charge:** According to *The Faculty Code of University Government*, the Faculty Hearings Committee is composed of nine faculty members with permanent tenure, serving three-year terms. The Committee performs functions assigned to it in the *Trustee Policies and Regulations Governing Academic Tenure*. Those duties include conducting hearings (a) on the request of a faculty member who has been notified before the end of his or her tenure or term of appointment that the University intends to suspend, demote, or discharge the faculty member; and (b) on the request of a faculty member for review of a decision not to reappoint him or her upon expiration of a probationary term of appointment.

**Continuing Matters before the Committee in 2018-19:** One case that carried over from the 2017-18 academic year.

- 1) The Committee received a request in June 2018 for a hearing on a decision to suspend, demote, or discharge a tenured associate professor. The hearing was originally scheduled for 7-8 August 2018, but it was postponed after a request for a disability accommodation by the faculty member. The hearing was taken place on 29 January and 5 February. No further action was required of the Committee after it made its recommendation to the Chancellor.

**New Matters Referred to the Committee in 2018-19:** Two new cases were referred to the Committee.

- 1) The Committee received a request in July 2018 for a hearing on a decision not to reappoint an assistant professor upon expiration of a probationary term. The hearing took place on 23 and 25 July. No further action was required of the Committee after it made its recommendation to the Chancellor.
- 2) The Committee received a request in May 2019 for a hearing on a decision to suspend, demote, or discharge a tenured professor. The Committee suspended action on the

hearing request in order to allow the Equal Opportunity and Compliance Office to conduct a review. One the EOC review was completed, a hearing was scheduled for 8 October 2019, but the request was withdrawn before it took place.

**New Matters Referred to the Committee in 2019-20** (as of 1 November 2019):

None

Respectfully submitted,

Carissa Hessick, chair (2019-20)