

**October 3, 2000**  
**Faculty Hearings Committee**  
**Annual Report**

**Members:** Chair, Stephen Allred (Institute of Government, 2002) (Chair for Fall Semester 2000); S. Elizabeth Gibson (Law, 2000), Barbara J. Harris (Women's Studies, History, 2003); Lawrence Rosenfeld (Communication Studies, 2004); Beverly W. Taylor, (English, 2001) (Chair for Spring Semester 2001).

**Report prepared by:** Stephen Allred (Chair) with review by full committee

**Committee charge:**

According to *The Faculty Code of University Government*, the Faculty Hearings Committee is composed of five faculty members with permanent tenure, serving five-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 discharge him or her, 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. In the case of a discharge hearing, the committee's duty is to determine whether one of the following permissible grounds for discharge has been established: misconduct of such a nature as to indicate that the faculty member is unfit to continue as a member of the faculty, incompetence, and neglect of duty. (*Trustee Policies* section 3.a.). With respect to review of nonreappointment decisions, the committee is limited to determining whether the grounds for such action are impermissible under section 4.a. of the *Trustee Policies* or whether the decision was affected by material procedural irregularities. (*Trustee Policies* section 4.c.).

**Previous Faculty Council questions or charges:** None.

**Report of activities:**

During the 1999-2000 academic year, one faculty member requested review by the committee, pursuant to section 4.c. of the *Trustee Policies and Regulations Governing Academic Tenure*, of an academic unit's decision not to grant tenure to the member. This request was an appeal from a previous remand to the school following an opinion by the committee finding that the faculty member's denial of tenure had been affected by procedural irregularities and recommending corrective actions that should be taken by the faculty member's academic unit. The committee granted a review on one issue, but the matter was settled by the member and the academic unit before a hearing was scheduled.

**Recommendations for action by Faculty Council:** None.

Respectfully submitted,

Stephen Allred, chair  
S. Elizabeth Gibson, chair  
Barbara J. Harris  
Lawrence Rosenfeld  
Beverly W. Taylor