

**October 3, 2003**  
**Faculty Hearings Committee**  
**Annual Report**

**Members:** Chair, Frayda S. Bluestein (School of Government, 2005); Laurel A. Files (School of Public Health, 2006); Abigail Panter (Psychology, 2008); Lawrence Rosenfeld (Communication Studies, 2004); Linda L. Spremulli (Chemistry, 2007).

**Report prepared by:** Frayda S. Bluestein (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, service 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 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:**

Last year the committee had one matter pending, which the parties settled without a hearing. The committee currently has nothing pending.

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

Respectfully submitted,

Frayda S. Bluestein, Chair  
Laurel A. Files  
Abigail Panter  
Lawrence Rosenfeld  
Linda L. Spremulli