

October 8, 2004
Faculty Hearings Committee
Annual Report

Members: Frayda S. Bluestein (School of Government, 2005); Carl L. Bose (School of Medicine, 2007); Patrick J. Conway (Economics, 2007); Laurel A. Files, Chair, (School of Public Health, 2006); Abigail T. Panter (Psychology, 2008); Lawrence Rosenfeld (outgoing member)(Communication Studies, 2004); Linda L. Spremulli (Chemistry, 2007).

Report prepared by: Frayda S. Bluestein (outgoing chair) with review by full committee.

Committee charge: According to *The Faculty Code of University Government*, the Faculty Hearings Committee is composed of six 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 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 received and granted one request for a hearing challenging the recommendation by a Department Chair to deny tenure. The committee conducted a full hearing and concluded that the Chair's decision was affected by a procedural irregularity. The committee recommended corrective action, which was acted upon by the chair.

The committee chair responded to several other inquiries during the past year, but the committee currently has nothing pending.

Recommendations for action by Faculty Council: None.

Respectfully submitted,

Frayda S. Bluestein
Carl L. Bose
Patrick J. Conway
Laurel A. Files, Chair
Abigail T. Panter
Linda L. Spremulli