

## **Faculty Hearings Committee**

Annual Report  
November 2008

**MEMBERS 2008-2009:** Larry Benninger (Geology, 2009); James Donohue (Medicine, 2011); Robert Duronio (Biology, 2011); Rosann Farber (Pathology & Lab Medicine, 2010); Zhi Liu (Dermatology, 2009); Richard Whisnant, Chair (School of Government, 2010).

### **MEMBERS 2007-2008:**

Rosann Farber (Pathology & Lab Medicine, 2010); Zhi Liu (Dermatology 2009), Abigail Panter (Psychology, 2008); A. Wayne Pittman (School of Pharmacy, 2008); Michael Votta (Music, 2009); Richard Whisnant (School of Government, 2010).

**REPORT PREPARED BY:** Richard Whisnant

**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 term. 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.

### **NEW MATTERS REFERRED TO THE COMMITTEE IN 2007-08:**

In July 2008, the committee received a request for hearing on a discharge of a fixed-term faculty member and scheduled the hearing for August, attempting to find a location where video testimony would be feasible. The University settled the case just prior to the scheduled hearing date.

In February 2008, the committee (as constituted in 2007-2008) held a full hearing on a decision not to reappoint a probationary assistant professor who alleged that the decision was made on impermissible grounds (racial discrimination). After considering the arguments, testimony and documents presented, the committee recommended that the Chancellor uphold the decision not to reappoint.

### **RECOMMENDATIONS FOR ACTION BY FACULTY COUNCIL: NONE**

Respectfully submitted,  
Larry Benninger  
James Donohue  
Robert Duronio  
Rosann Farber  
Zhi Liu  
Richard Whisnant, Chair