

## **Faculty Hearings Committee**

Annual Report  
November 2014

**Members 2013-2014:** Tamar Birckhead (Law, 2016); Mimi Chapman (Social Work, 2016); Thomas Egan (Surgery, 2015); Diane Juffras (School of Government, 2015, chair); Patrick O'Neill (English, finishing out the term of Krista Perreira, 2014); Kevin Stewart (Geological Sciences, 2014).

**Members 2014-2015:** Alice Ammerman (Nutrition, 2017); Kia Caldwell (African, African-American and Diaspora Studies, 2017); Tamar Birckhead (Law, 2016); Mimi Chapman (Social Work, 2016); Thomas Egan (Surgery, 2015); Diane Juffras (School of Government, 2015, chair); Tom Kelley (Law, 2017); James Rives (Classics, 2017); Brent Wissick (Music, 2017).

**Report prepared by:** Diane Juffras, Chair

**Committee Charge:** According to *The Faculty Code of University Government*, the Faculty Hearings Committee is composed of nine faculty members (as of the 2014-15 academic year; previously six) 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 or impose serious sanctions on 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.

**New Matters Referred to the Committee in 2014-2015, as of November 18, 2014:**

None.

**New Matters Referred to the Committee in 2013-2014:**

The Committee received a request in April 2014 for a hearing on a decision not to confer tenure on a professor with a probationary appointment. The faculty member alleged that the decision not to confer tenure was based on race discrimination and was affected by material procedural irregularities. The Committee held the hearing of the appeal over the course of four days in late April and early May 2014. No further action was required of the Committee after it made its recommendation to the Chancellor.

The Committee received a request in December 2013 for a hearing on a decision to dismiss a tenured faculty member on the grounds of neglect of duty. Before a hearing was held, the matter settled on undisclosed terms and no further action was required of the Committee.

**Continuing Matters before the Committee in 2013-2014:**

The Committee received a request in May 2013 for a hearing on a decision to dismiss a tenured faculty member on the grounds of (1) neglect of duty and (2) misconduct. This matter was initially scheduled to be heard in September 2013, but was postponed several times due to a) the unavailability and then the withdrawal of the faculty member's attorney and b) the subsequent serious illness of the faculty member. The hearing of the appeal was ultimately held over the course of four days in January, February and March 2014. No further action was required of the Committee after it made its recommendation to the Chancellor.

**Recommendations for Action by Faculty Council:** None

Respectfully submitted,

Diane Juffras, chair (2014 – 15)