

Faculty Hearings Committee

Annual Report

November 2017

Members 2016-17 (with end date of term): Alice Ammerman (Nutrition, Public Health, 2017); Debashis Aikat (Journalism, Media & Journalism, 2018); Aysenil Belger (Psychiatry, Medicine, 2018); Kia Caldwell (African, African-American, and Diaspora Studies, Arts & Sciences, 2017); Mimi Chapman* (Social Work, 2019); Diane Juffras (Government, 2019); Tom Kelley (Law, 2017); James Rives (Classics, Arts & Sciences, 2017); Brent Wissick (Music, Arts & Sciences, 2018)

*Resigned at the end of AY 2016-17 in order to take a position on APT

Members 2017-18: Debashis Aikat (Journalism, Media & Journalism, 2018); Anna Beeber (Nursing, 2020); Aysenil Belger (Psychiatry, Medicine, 2018); Gary Cuddeback* (Social Work, 2019); Carissa Hessick (Law, 2020); Diane Juffras (Government, 2019); Elizabeth Meyer-Davis (Nutrition, Public Health); James Rives (Classics, Arts & Sciences, 2019); Brent Wissick (Music, Arts & Sciences, 2018)

*First alternate in elections, replaced Mimi Chapman

Report prepared by: James Rives

Committee Charge: According to *The Faculty Code of University Government*, the Faculty Hearings Committee is composed of nine 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 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.

Continuing Matters before the Committee in 2016-17: Two cases carried over from the previous academic year.

- 1) The Committee received a request in May 2016 for a hearing on a decision to discharge an assistant professor on the grounds of misconduct. A hearing was scheduled for 26 August 2016, but the request was withdrawn before it took place.
- 2) The Committee received a request in May 2016 for a hearing on a decision to discharge an associate professor on the grounds of neglect of duty and incompetence. The hearing took place in fall 2016. No further action was required of the Committee after it made its recommendation to the Chancellor.

New Matters Referred to the Committee in 2016-17: Four new cases were referred to the committee.

- 1) The Committee received a request in January 2017 for a hearing on a decision to discharge a full professor on the grounds of misconduct. The hearing took place in three sessions over the period 23 March to 12 April. No further action was required of the Committee after it made its recommendation to the Chancellor.

- 2) The Committee received a request in March 2017 for a hearing on a decision to discharge an assistant professor on the grounds of misconduct. The request was withdrawn before a hearing was scheduled.
- 3) The Committee received a request in April 2017 for a hearing on a decision not to reappoint an assistant professor upon expiration of a probationary term. The faculty member alleged that the decision not to confer tenure was affected by material procedural irregularities. The hearing took place on 27 April 2017. No further action was required of the Committee after it made its recommendation to the Chancellor.
- 4) The Committee received a request in May 2017 for a hearing on a decision to discharge a full professor. The request was withdrawn before a hearing was scheduled.

New Matters Referred to the Committee in 2017-18 (as of 10 November 2017): None

Recommendations for Action by Faculty Council: None

Respectfully submitted,

James Rives, chair (2017-18)