

## Faculty Hearings Committee

2023 Annual Report

*For presentation to the Faculty Council on December 1, 2023*

**Members 2023-24:** Charlotte Boettiger (Psychology & Neuroscience, Arts & Sciences, 2025)  
Jane Brice (Emergency Medicine, Medicine, 2025)  
Ashley Leak Bryant (Nursing, 2026)  
Deborah Given (Health Sciences, Medicine, 2026)  
Evelyne Huber (Political Science, Arts & Sciences, 2025)  
Mark Schoenfisch (Chemistry, Arts & Sciences, 2024)<sup>1</sup>  
Brendan Thornton (Religious Studies, Arts & Sciences, 2024)  
Jessica Wolfe (English and Comparative Literature, Arts & Sciences, 2024)  
Lisa Zerden (Social Work, 2026)

<sup>1</sup>Replacement for Carissa Hessick (Law) who is on leave for the academic year.

**Members 2022-23:** Charlotte Boettiger (Psychology & Neuroscience, Arts & Sciences, 2022)  
Jane Brice (Emergency Medicine, Medicine, 2022)  
Ashley Leak Bryant (Nursing, 2023)<sup>2</sup>  
Carissa Hessick (Law, 2024)  
Evelyne Huber (Political Science, Arts & Sciences, 2025)  
Mike O'Shea (Neonatal-Perinatal Medicine, Medicine, 2023)  
Brendan Thornton (Religious Studies, Arts & Sciences, 2024)  
Erika Wilson (Law, 2023)  
Jessica Wolfe (English and Comparative Literature, Arts & Sciences, 2024)

<sup>2</sup>Replacement for Elizabeth Mayer-Davis who was appointed Dean of The Graduate School in August 2022.

**Report prepared by:** Jane Brice and Brendan Thornton, committee co-chairs. This report covers the period from November 2022 through October 2023.

**Committee Charge:** According to [The Faculty Code of University Government](#), the Faculty Hearings Committee is composed of nine faculty members with permanent tenure elected to serve 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 suspend, demote, or discharge the faculty member; 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 2022-23:**

- (1) The Committee received a request in January 2023 for a decision to discharge. The matter was sent to EOC before a hearing could be scheduled. In August we received this request again for a hearing following the conclusion of the EOC investigation. That hearing has been scheduled for December 2023.
- (2) In February 2023, the Committee received a request to grant a hearing for a denial of tenure and reappointment. The committee met in February and granted a hearing in this case. The matter was

then sent to EOC for an investigation. The case was returned to us in September for a hearing. Hearing was scheduled for Oct. 2023. Request was withdrawn before hearing took place.

**New Matters Referred to the Committee in 2023-24** (as of November 1, 2023):

- (1) In August 2023, the Committee received a request for a hearing for a denial of tenure and reappointment following the conclusion of an EOC investigation. Hearing began on November 7 and was suspended while the case went back to EOC for investigation. The remainder of the hearing will be scheduled pending the outcome of EOC investigation.
- (2) In October 2023, the Committee received a request for a hearing on a decision to discharge. That hearing is being scheduled for January/February 2024.

Respectfully submitted,  
Jane Brice and Brendan Thornton, committee co-chairs (2023-24)