

Faculty Hearings Committee

2024 Annual Report

For presentation to the Faculty Council on December 7, 2024

Members 2024-25: Charlotte Boettiger (Psychology & Neuroscience, Arts & Sciences, 2025)
Jane Brice (Emergency Medicine, Medicine, 2025)
Ashley Leak Bryant (Nursing, 2026)
Kurt Gilliland (Cell Biology & Physiology, Medicine, 2027)
Deborah Givens (Health Sciences, Medicine, 2026)
Jeffrey Hirsch (Law, 2027)
Carmen Hsu (Romance Studies, Arts & Sciences, 2027)
Evelyne Huber (Political Science, Arts & Sciences, 2025)
Diane Juffras (Government, 2027)
Rebecca Walker (Social Medicine, Medicine, 2027)
Lisa Zerden (Social Work, 2026)

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Jane Brice (Emergency Medicine, Medicine, 2025)
Ashley Leak Bryant (Nursing, 2026)
Deborah Givens (Health Sciences, Medicine, 2026)
Evelyne Huber (Political Science, Arts & Sciences, 2025)
Mark Schoenfisch (Chemistry, Arts & Sciences, 2024)¹
Brendan Thornton (Religious Studies, Arts & Sciences, 2024)
Jessica Wolfe (English and Comparative Literature, Arts & Sciences, 2024)
Lisa Zerden (Social Work, 2026)

¹Replacement for Carissa Hessick (Law) who was on leave for the 2023-24 academic year.

Report prepared by: Jane Brice, committee chair. This report covers the period from November October 2023 through December 2024.

Committee Charge: According to [The Faculty Code of University Government](#), the Faculty Hearings Committee is composed of eleven faculty members with permanent tenure elected to serve three-year terms. The Committee consisted of nine members prior to fall 2024; the increase was approved by the faculty in February 2024 to increase the likelihood that enough members are available to serve on hearing panels when needed and to spread the workload more evenly among members when multiple hearings are held in a single 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 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.

Most cases are referred to EOC for investigation and then returned to the Committee if applicable.

Matters Referred to the Committee in 2023-24

- (1) Decision to discharge. The hearing was initially scheduled for December 2023, then moved to spring 2024. It concluded in May 2024 and the committee's report to the chancellor was sent shortly after.
- (2) Decision to discharge. The hearing was held in February 2024. The committee's report to the chancellor was sent in March.
- (3) Denial of tenure and reappointment. The hearing was held in November 2023.
- (4) Denial of tenure and reappointment. The hearing was scheduled for October 2023. Request for a hearing was withdrawn by the grievant before it took place.

New Matters Referred to the Committee in 2024-25 (as of August 1, 2024):

- (1) In August 2024, 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 October 7. The committee sent its recommendations to Chancellor Roberts in November.

Respectfully submitted,
Jane Brice