

## **Faculty Hearings Committee**

Annual Report  
November 2012

**MEMBERS 2011-2012:** Lynn Glassock (Music, 2012); Joanne Hershfield (Women's Studies, 2013); Krista Perreira (Public Policy, 2014); Melissa Saunders (Law, 2013, co-chair); Kevin Stewart (Geological Sciences, 2014); Aimee Wall (Government, 2012, co-chair); David Warshauer (Radiology; 2012).

**Members 2012-2013:** Thomas Egan (Surgery, 2015); Joanne Hershfield (Women's Studies, 2013, co-chair); Diane Juffras (School of Government, 2015); Krista Perreira (Public Policy, 2014); Melissa Saunders (Law, 2013); Kevin Stewart (Geological Sciences, 2014, co-chair).

**REPORT PREPARED BY:** Kevin Stewart

**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 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 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 2011-2012:**

The Committee received a request in January 2012 for a hearing on a decision not to confer tenure on a professor with a probationary appointment. The Committee held the hearing in February 2012 and rendered their decision in April 2012. The Committee found that the faculty member had not established by a preponderance of the evidence that the decision not to reappoint was based upon impermissible grounds or affected by material procedural irregularities.

The Committee received a request in March 2012 for a hearing on a decision not to confer tenure on a professor with a probationary appointment. Requests for a hearing by the Committee must be filed within a 14-day period that begins when the faculty member has received notice from the Dean that the decision to deny tenure has been upheld. In this case, the complete request for a hearing arrived to the Committee after the 14-day period and the request for a hearing was denied.

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

Respectfully submitted,

Kevin Stewart, co-chair (2012-13)