

Faculty Hearings Committee

Annual Report
November 2013

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

Members 2013-2014: Tamar Birkhead (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).

Report prepared by: Diane Juffras

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 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 2012-2013:

The Committee received a request in February 2013 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 gender discrimination and was affected by material procedural irregularities. The Committee began the hearing in March 2013. The hearing did not conclude in the first session and was continued until April 2013. Before the second session of the hearing, the matter settled on undisclosed terms and no further action was required of the Committee.

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 is currently scheduled for hearing in January 2014. It has been postponed several times due to the unavailability and then the withdrawal of the faculty member's attorney.

Recommendations for Action by Faculty Council: None

Respectfully submitted,

Diane Juffras, chair (2013 – 14)