A BRIEF REPORT FROM THE HEARING COMMITTEE

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The Hearing Committee is meeting regularly and reviewing the documents that detail its structure and procedures. Those documents are found in the Constitution and in the Faculty Handbook. They deal with the organization of the Hearing Committee, the procedures and policies relating to dismissal for cause, and the procedures and policies relating to a formal grievance hearing. We also have in force this year an informal Complaint Procedure. The Hearing Committee may also be asked to review PAT recommendations regarding reappointment, promotion, or tenure whenever a claim of lack of due process arises.

The documents that govern the Hearing Committee appear to have been written at four different times in the past. Some are more detailed than others. While they are consistent, it sometimes takes some effort to reason that they are. They are all complex and modeled after the AAUP publication, Policy Documents & Reports.

I believe that this is the first time an Alternate member of the Hearing Committee has been elected Chair. This has led us to closely examine these documents in order to determine how we would operate under different circumstances. In doing so, we have been forced to look closely at the structure of the Committee and the rules that govern it. We plan to produce more current versions of these documents in which the language from one document to the other is clearly consistent. We would also like to make the Hearing Committee procedures very clear so that future committees will be free to concentrate on an issue at hand rather than on determining proper procedure.