**Senate Hearing Panel (Privilege and Tenure)**

Lee Edgerton ’04  
James Norton ’04  
Michael Reed ’04  
Mark Toma ’04  
Debra Harley ’05  
Louis Hersh ’05  
Anita Lee-Post ’05  
Mary Molinaro ’05  
Gary Van Zant ’05  
Ron Pen ’06  
David Pienkowski ’06  
Marshall Robertson, ’06  
Nancy Schoenburg, ’06  
Mary Secret ’06  
Dean White ’06  

**Committee Charge:**

1.4.4.3 University Senate Hearing Panel (Privilege and Tenure) A University Senate Hearing Panel of fifteen (15) members shall be appointed for staggered three-year terms by the President from a list of nominees recommended by the Senate Council. From this panel an ad hoc Hearing Committee shall be chosen to hear a case arising from dismissal of a faculty member with continuous tenure or of a non-tenured member before the end of that person's specified term of appointment, or of one arising from allegation of the violation of the academic freedom of a non-tenured faculty member or of an administrator. The committee shall consist of five members chosen by lot from that panel. Members shall remove themselves from a case, either at the request of a party or on their own initiative if they deem themselves disqualified for bias or interest. Each party shall have a maximum of two challenges without stated cause. If the panel should be exhausted before an acceptable committee has been obtained, five supplementary members shall be appointed to the panel by the same procedure from which members of the committee may be elected. The committee shall select its own chair.

The committee will conduct the hearing and report its findings as described in the Governing Regulations Section X,B,5,b. In addition, the committee will adhere to the following procedures:

A The faculty member will be afforded an opportunity to obtain necessary witnesses and documentary or other evidence, and the administration will, in so far as it is possible for it to do so, secure the cooperation of such witnesses and make available necessary documents and other evidence within its control.

B The faculty member and the administration will have the right to confront and
cross-examine all witnesses. Where the witness cannot or will not appear, but
the committee determines that the interests of justice require admission of that
person's statement, the committee will identify the witness, disclose the
statement of that witness and if possible provide for interrogatories.

C The hearing committee will not be bound by strict rules of legal evidence, and
may admit any evidence which is of probative value in determining the issues
involved. Every possible effort will be made to obtain the most reliable evidence
available.

D The hearing committee will grant adjournments to enable either party to
investigate evidence as to which is a valid claim of surprise is made.

E The findings of fact and the decisions will be based solely on the hearing
record.

F Except for such simple announcements as may be required covering the time of
the hearing and similar matters, public statements and publicity about the case
by either the faculty member or the administrative officers will be avoided so far
as possible until the proceedings have been completed, including consideration
by the Board of Trustees.