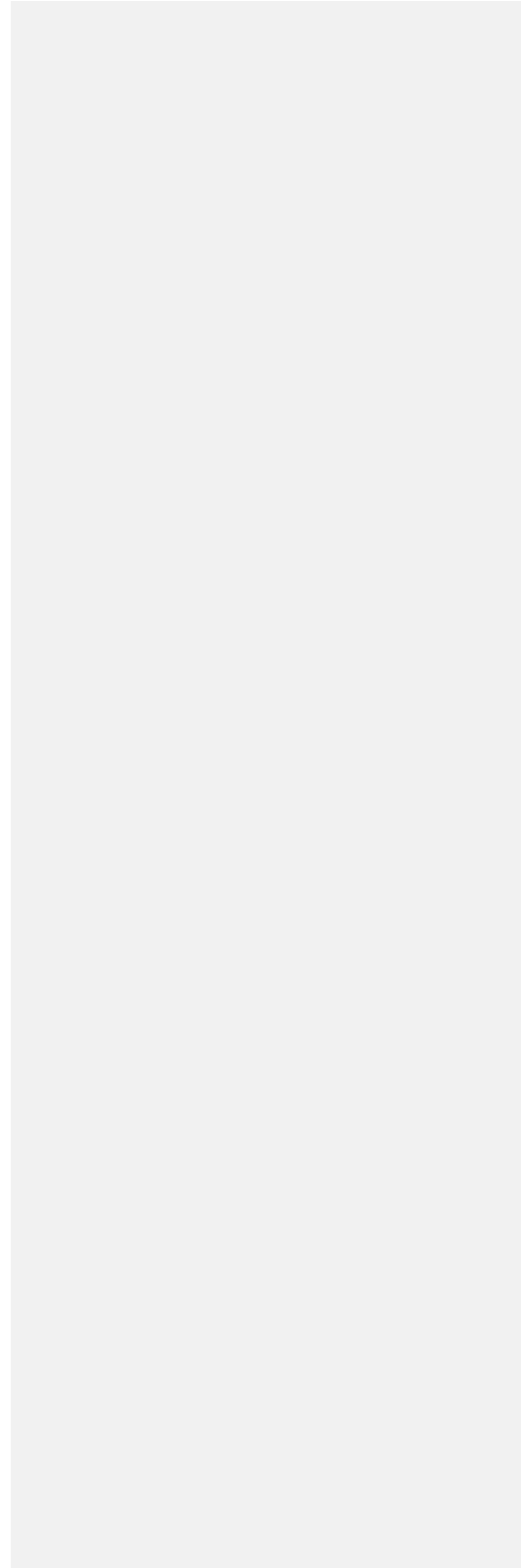


Chair

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minimum level of role expectations. If there is no ~~Faculty Activity Report~~FAR Review Committee, the decision is based on the chair's statement. If there is disagreement between the chair and the ~~Faculty Activity Report~~FAR Review Committee, the decision to enact the procedures for low performance review will be decided by the college Dean.

~~* Chair denotes the administrator of the Unit (i.e. Director or other title of educational unit: Department, School, Center, etc.).~~

~~Procedures for Low Performance:~~

It is highly recommended that the Chair and/or Dean utilize the expertise and experience of the Human Resources Department in working with issues of Low Performance and/or Dismissal for Cause.

Faculty Senate Ombudspersons are available to provide assistance to faculty.

Procedures for Low Performance:

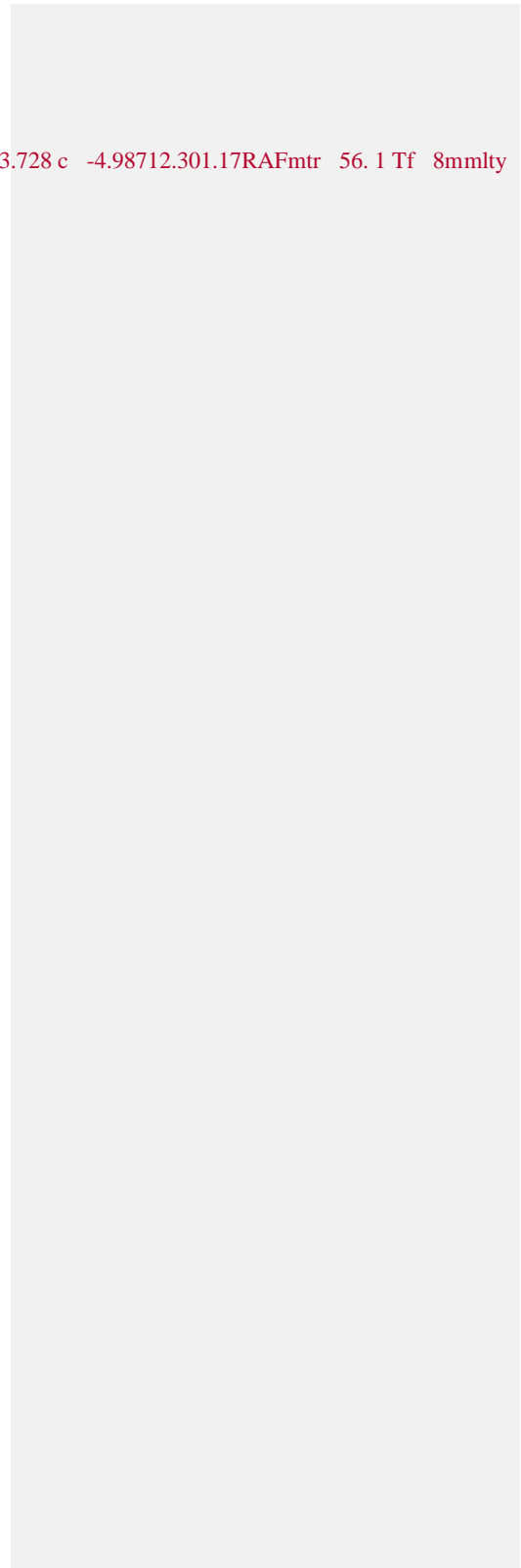
A: First Annual Low Performance rating ~~in the last four years:~~

1. The chair shall discuss with the Tenured faculty member the specific area(s) of responsibility with low performance related to their role statement/job description and mutually develop a plan of action to improve performance and/or remediation. A summary of this discussion, that includes the plan of action, will be added to the annual evaluation documents and a copy provided to the ~~Tenured faculty~~Faculty member~~Member~~.

If the ~~Tenured faculty~~Faculty member~~Member~~ disagrees (rejects) the finding of a first low performance rating,

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- b) The Provost should designate a representative to present verbally why the dismissal for cause should happen.
- c) There shall be a full record of the hearing available to the parties concerned.

4. Review Conclusion:

University Review Committee will make one of the following recommendations within one month after the review meeting(s), which includes rationale, to the ~~Tenured faculty~~ Faculty member ~~Member~~, the Provost ~~and Senior Vice President~~, and the president of the University:

- (i) Recommends dismissal for cause.
- (ii) Does not recommend dismissal for cause.

University President's (or designee) Decision:

After reviewing the recommendation of the University Review Committee, the president of the University will determine whether the case for dismissal should proceed. Communication from the President addressed to the ~~Tenured faculty~~ Faculty member ~~Member~~ in writing will inform them of the President's decision.

- 1. If the decision is to dismiss the ~~Tenured faculty~~ Faculty member ~~Member~~ for cause, the letter will state the grounds for dismissal, and indicate the effective date of the end of the ~~Tenured faculty~~ Faculty member's ~~Member's~~ employment and any specific arrangements to be made regarding separation salary or other relevant matters.
- ~~2.~~ If the decision is to retain the Tenured Faculty Member, the letter will state that they will be reinstated with the effective date to return to the University.

Implementation:

This policy shall be included in the *WSU Policies and Procedures Manual* and shared with appropriate constituencies of the University.

The Provost ~~and Senior Vice President~~ shall have primary responsibility for publication, dissemination and implementation of this University policy.

Revision Date:

November 1, 1998
August 18, 2000

August 2017

DATE

Commented [SB14]: