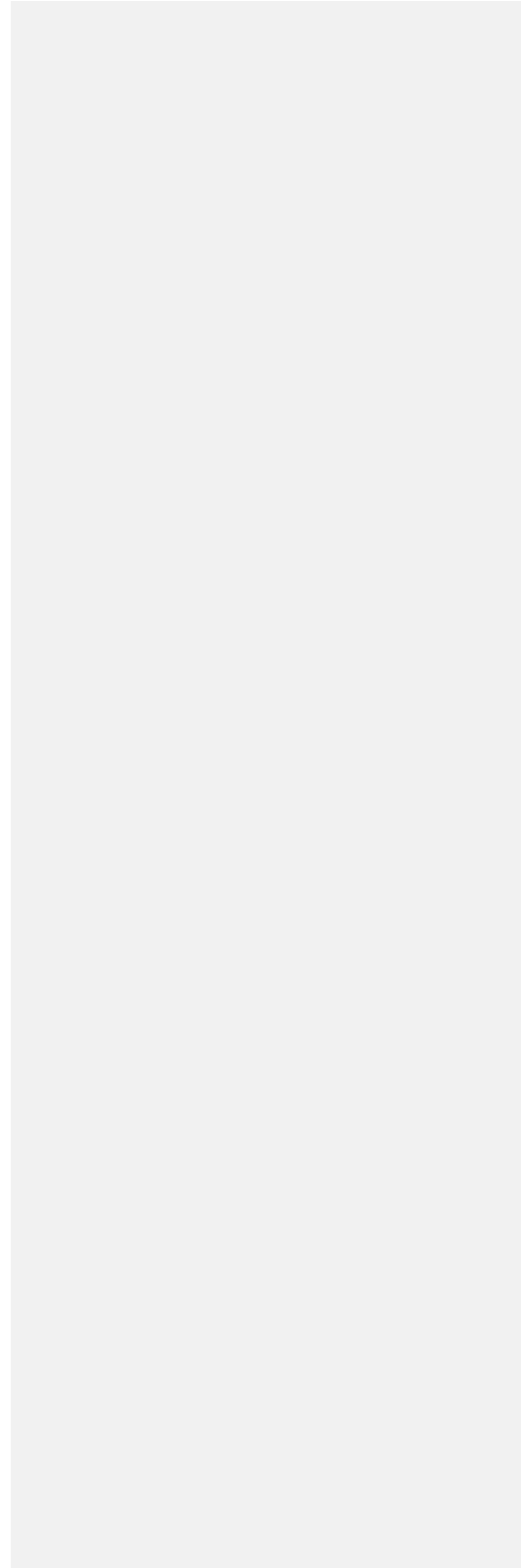


Chair

DRAFT



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:

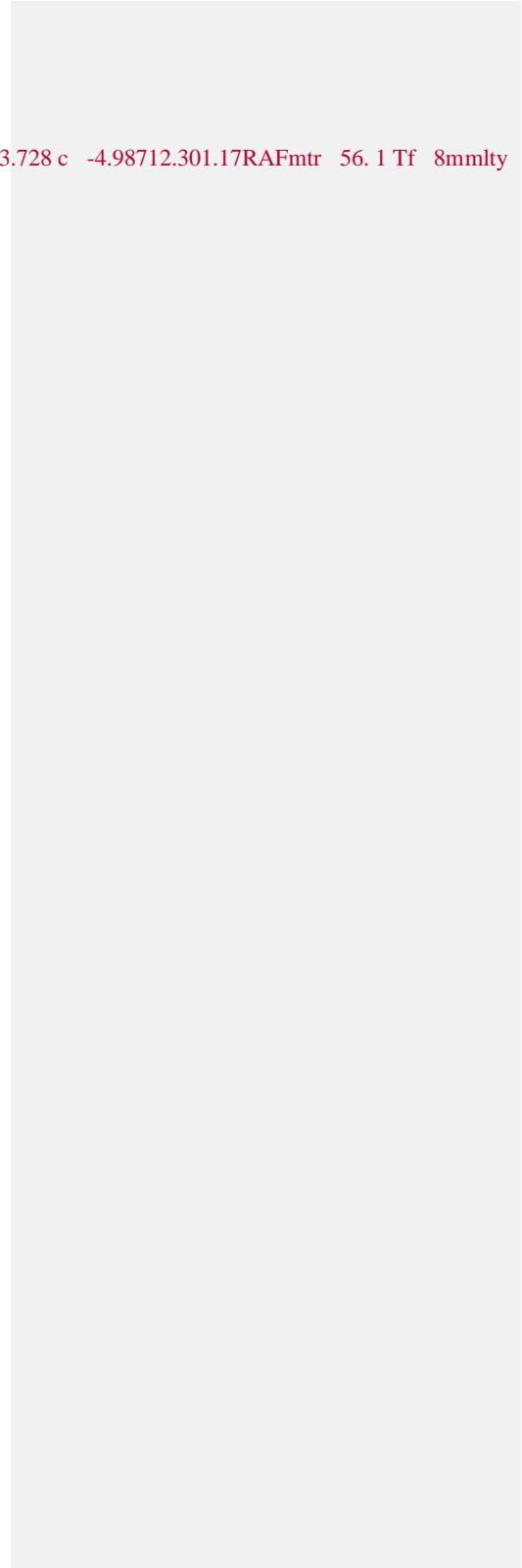
A: First Annual Low Performance rating ~~in the last four years:~~

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,

Faculty m (r)-4.5(m)-15(m)-15(m)-o0996 123 -12.3j-15(m) Tw 2.7 0 3.728 c -4.98712.301.17RAFmtr 56.1 Tf 8mmlty

DRAFT



DRAFT

- 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 memberMember, 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 memberMember in writing will inform them of the President's decision.

- 1. If the decision is to dismiss the Tenured faculty-Faculty memberMember 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]: