



**Low Performance:** the “**overall**” performance category (as indicated on the FAR form) where a Tenured Faculty Member does not meet the minimum level of performance.

### **Faculty Member Rights**





- (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 Member in writing will inform them of the President's decision.

1. If the decision is to dismiss the Tenured Faculty Member for cause, the letter will state the grounds for dismissal, and indicate the effective date of the end of the Tenured Faculty 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.

Submitted to Faculty Senate from Fac. Affairs comm. 2.28.19;

Approved by Faculty Senate as amended 3.25.19

Approved by at General Faculty Meeting 4.29.19. With the following amendments:

Under B-Second Annual Low Performance Rating in the Last Four-year Period: 3- **[insert]** e.

*adjudicated and the number of decisions made to override the college faculty review*

Under C-Dismissal for Cause-Recommendation by Chair and Dean to the Provost University President's (or designee) Decision: **[insert]** 3. ***The President shall announce at the end of the academic year the number of cases he/she has adjudicated and the number of decisions made to***

Letter with the recommended changes send to Provost 5.15.19