

Throughout the year, Committee motions for changes in policy and/or stances on issues, if any, shall take the following written form:

b) Rationale for the motion.

To provide consistency and clarity related to policy 4.22 Performance related Dismissal, 4.23 Faculty evaluation and chronic low performance, 4.15 Post-Tenure Review for Faculty. To maintain within the policy faculty reviews and actions related to those reviews a

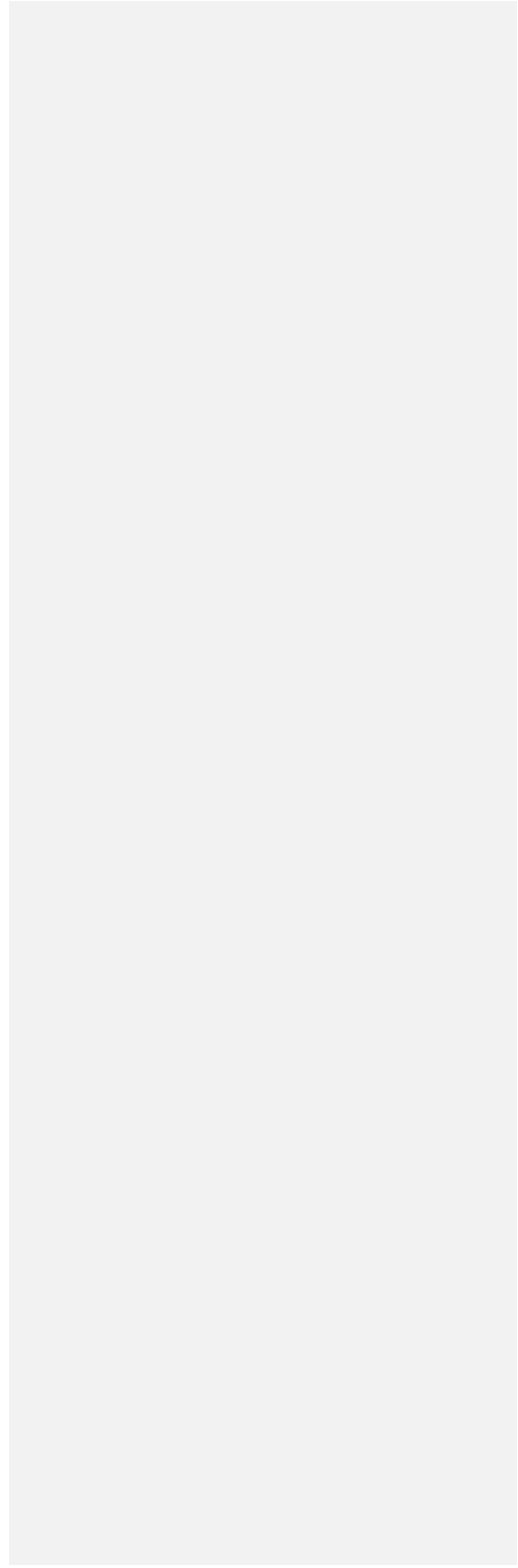
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develop, with input from its faculty, a set of guidelines approved by the dean, describing the minimum acceptable level of performance for all applicable areas of responsibility (scholarship/teaching/service) for its faculty. Faculty responsibilities should be linked to their role statement (Adapted from Chronic low performance)

The chair*~~director~~ and/or the Faculty Activity Report Review Committee (or similar committee) shall determine if the overall performance of a faculty member in their department falls below the minimum level of performance, role expectations. If there is no Faculty Activity

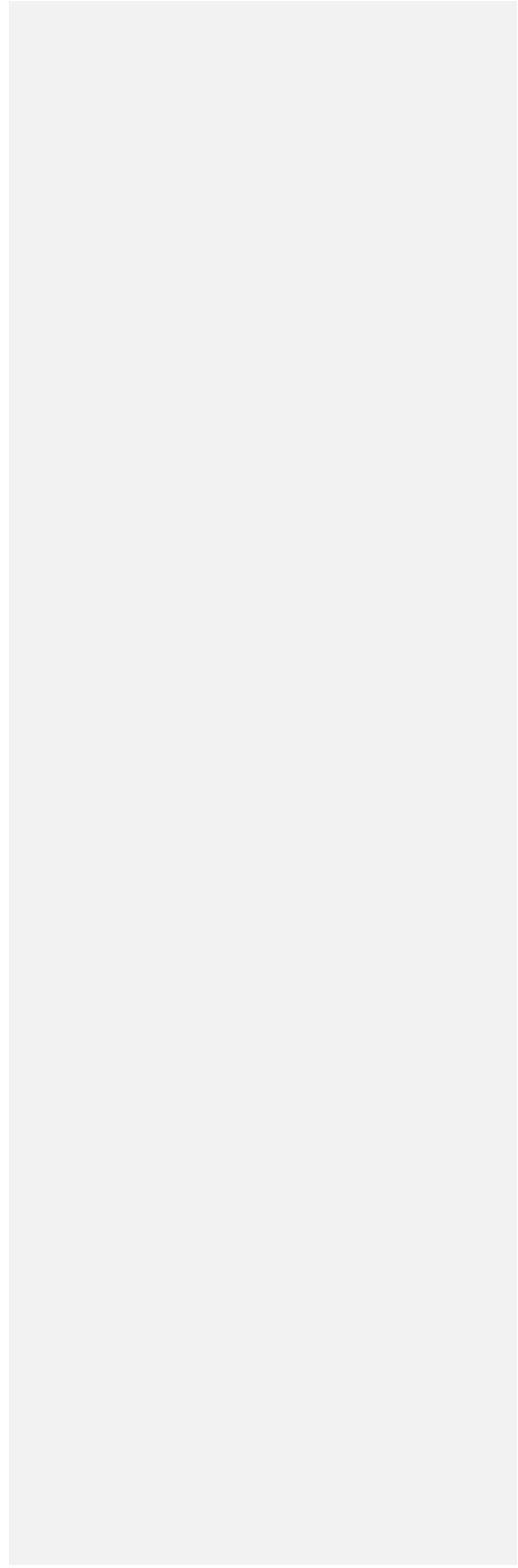
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- a) Faculty members (not less than 3) will be jointly named by the president of the Faculty Senate and the University president as soon as possible after the faculty member contests the decision in writing and requests a formal review.
- b) The members of the ~~hearing~~review committee ~~should~~will be chosen on the basis of their objectivity and competence.

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testimony should include that of teachers and other scholars, either from his own or from other institutions."

- e) ~~The hearing committee should give opportunity to the faculty member or his/her counsel and the representative designated by the Provost and Senior Vice President to argue orally before it, and should formulate its recommendation in conference, on the basis of the hearing.~~
- f) ~~Committee Findings: The hearing committee should make explicit findings with respect to each of the grounds of removal presented. The faculty member, Provost and Senior Vice President and President should be notified of the committee's recommendation in writing and should be given a copy of the record of the hearing.~~

~~The University president will receive and consider the hearing committee's recommendations. If the decision is to dismiss the faculty member, the University president will so inform the faculty member in writing, stating the grounds for dismissal, and indicating the effective date of the end of the faculty member's employment and any specific arrangements to be made regarding separation salary or other relevant matters.~~

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