

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 process that is fair, unbiased, non-retaliatory and non-discriminatory.

Issue – 4.23 Faculty Evaluation is more about the process of how the faculty are evaluated and then at the end is added a section on Chronic low Performance – recommend that the content of this part of the policy be modified and moved to 4.22 and modify title to Low Performance and Dismissal for cause (consider renumbering so this comes after the faculty evaluation process)

Issues – there is not clarity on the number of members of the Review Committee in 4.23; not all the options for recommendations by this committee are clear; The process for the hearing as provided is confusing for the faculty member, committee and Provost and Senior Vice President.

c) Committee name, date and authors.

) The motion DRAFT RECOMMENDATION

1. Delete the policy CHRONIC LOW PERFORMANCE, under 4.22 Faculty Evaluation
2. Modify 4.23 as noted below:

## **4.23 / Low Performance and Dismissal for Cause**

### **Policy Statement:**

This statement is intended to establish a specific and clear procedure for identifying and addressing instances of a faculty member failing to meet the minimum level of performance or expectations of professional fitness and guidelines for remedial Faculty Evaluation





