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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: Faculty Member has ten (10) business days to contest the decision in writing and request a formal review to the Provost.

Professional Fitness*: three (3) Annual Low Performance Ratings in any five (5) year period, or improper behavior of an egregious nature that demonstrates: incompetence or dishonesty in teaching or research; gross dereliction of essential duties and responsibilities; or personal conduct which substantially impairs the individual’s fulfillment of their essential institutional responsibilities.

*Allegations of gender-based harassment, discrimination, sexual misconduct and protected class discrimination will be investigated pursuant to the specific university policy.

Performance Evaluation Forms (FAR) Review Committee (or similar committee such as T&P committee): made up of Tenured Faculty Members from the department (or an ad-hoc committee in place for faculty reviews within the department).

College Faculty Review Committee: made up of three (3) Tenured Faculty Members from the college reviewing the Tenured Faculty Member’s performance, jointly named by the faculty and chair.

University Review Committee: made up of Tenured Faculty Members (not less than 3), jointly named by the president of the Faculty Senate and the University president.

Policy:

Each University department/unit shall use established criteria for minimum acceptable levels of performance that have been communicated to the members within the department/unit as the basis for annual evaluations.

The chair and the Performance Evaluation Forms (FAR) Review Committee (or similar committee) shall determine if the “**overall**” performance (as indicated on the FAR form) of a Tenured Faculty Member in their department falls below the minimum level of role expectations. If there is no FAR Review Committee, the decision is based on the chair’s statement. If there is disagreement between the chair and the FAR Review Committee, the decision to enact the procedures for low performance review will be decided by the college Dean.

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:

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 Member.

If the Tenured Faculty Member disagrees (rejects) the finding of a first low performance rating, they may submit a BDC q0.00000930452r0.00000930452r0.00000930452r0.00000930452r0.000

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