

2. Modify 4.23 as noted below:

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

##### **Policy Statement Purpose:**

This statement is intended to establish a specific and clear procedure for identifying and addressing instances of a ~~Tenured faculty~~ Faculty member ~~Member~~ failing to meet the minimum level of performance or expectations of professional fitness and guidelines for remediation where appropriate. When a Tenured faculty member ~~who has tenure at Wichita State University or whose term of appointment has not expired~~, who does not meet the minimum acceptable level of performance or when reason to question a Tenured professional fitness is documented, the process outlined below is provided to allow a fair, unbiased, non-retaliatory and non-discriminatory ~~for~~ remediation and/or dismissal for cause. Faculty members who are not tenured and whose term of appointment has not expired, would follow applicable University policies in chapter 3.

##### **Definitions:**



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