

Proposed Revision of Faculty Handbook 7.2.2.5.1 Unacceptable Performance of Duty

Rationale

This section of the Faculty Handbook appears to refer only to tenured faculty because it requires that a post-tenure review be part of the record. The policy was not originally intended to exclude pre-tenure or non-tenure-eligible faculty, so we propose clarifying that the post-tenure review is included for tenured faculty while a comparable peer review must be included for pre-tenure and non-tenure eligible faculty.

7.2.2.5.1 Unacceptable Performance of Duty

These procedures are intended only in cases for which dismissal for unacceptable performance of duty may be contemplated after reasonable documented efforts have been made by department, college, and University ~~administrators officers~~ to resolve concerns about unacceptable performance according to the University's policies governing faculty performance.

A faculty member's performance of duty may be deemed unacceptable if there has been, for a significant period of time (most recent three to five years), substantial, persistent and manifest neglect of faculty duties as presented in the faculty member's position responsibility statement and as reflected in the written record. The written record will include the position responsibility statement, annual evaluations, current curriculum vitae, and at least one completed post-tenure review (for tenured faculty) or peer review (for pre-tenure or non-tenure-eligible faculty) within the time frame in question. The written record may also include any written correspondence over the past three to five years between the department chair and the individual dealing with performance of duties and any written correspondence between the individual and the relevant dean or the senior vice president and provost dealing with performance of duties.

The college dean shall make a complaint of unacceptable performance of duty based on the written record.

To initiate the formal complaint procedure of unacceptable performance of duty, the college dean will file a written complaint with the Office of the Senior Vice President and Provost by setting forth in writing the specific findings of unacceptable performance of duty. The dean's notification shall include the entire written record and a review of the efforts that have been made to resolve the matter, including the use of any established post-tenure review procedures of the college and department(s) in question. Upon receipt of a complaint, the senior vice president and provost and the President of the Faculty Senate will immediately evaluate the complaint to determine whether the complaint has been properly filed. If filed properly, Faculty Conduct Policy (FH Section 7.2.5.1.3) (Initial steps by the senior vice president and provost) triggers the formal Complaint Review and Resolution procedures, (FH Section 7.2.5.2).