



DR





- 2) Committee Charge
  - a) To evaluate annual reviews or documentation of low performance or professional fitness.
  - b) Set a hearing date in collaboration with the Provost to review Dismissal for Cause Recommendation.
  - c) Notify Tenured Faculty Member when the review meeting will take place.
    - (1) The Tenured faculty member will have at least 20 business days to prepare a defense at the review meeting.
- 3) Review Meeting:
  - a) Tenured Faculty Member may have an advisor of their own choosing who may act as counsel during the review. The advisor or the Tenured Faculty Member will present verbally why the dismissal for cause should not happen.
  - b) The Provost should designate a representative to present verbally why the dismissal for cause should happen.
  - c) There shall be a full record of the hearing available to the parties concerned.
4. Review Conclusion:

University Review Committee will make one of the following recommendations within one month after the review meeting(s), which includes rationale, to the Tenured Faculty Member, the Provost, and the president of the University:

- (i) Recommends dismissal for cause.
- (ii) Does not recommend dismissal for cause.

(or designee) Decision:

After reviewing the recommendation of the University Review Committee, the president of the University will determine whether the case for dismissal should proceed. Communication from the President addressed to the Tenured Faculty Member in writing will inform them of the decision.

1. If the decision is to dismiss the Tenured Faculty Member for cause, the letter will state the grounds for dismissal, and indicate the effective date of the end of the Tenured Faculty Member's employment and any specific arrangements to be made regarding separation salary or other relevant matters.
2. If the decision is to retain the Tenured Faculty Member, the letter will state that they will be reinstated with the effective date to return to the University.

**Implementation:**

This policy shall be included in the *WSU Policies and Procedures Manual* and shared with appropriate constituencies of the University.

