

**Proposed Amendment to
Unacceptable of Performance of Duty Warranting Termination Policy**

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Amend paragraphs 29.8.A.1, X.1, B.2.a and C.1 to read:

29.8.A.1 Scope. This section establishes procedures to be followed by the University in initiating and conducting proceedings against a faculty member whose performance of duty is alleged to ~~fall substantially below standards for acceptable faculty performance have been~~, for a significant period of time, below the standard of performance required of an individual in the position occupied by the faculty member to such an extent that the person is unfit to serve on the faculty.

29.8.X.1 When a faculty members' performance of duty is judged to have been ~~substantially below the relevant unit's or units' standards and criteria for acceptable faculty performance~~, for a significant period of time, below the standard of performance required of an individual in the position occupied by the faculty member to such an extent that the person is unfit to serve on the faculty, for reasons that may include but are not limited to substantial and manifest neglect of faculty duties or inability to perform those duties.

29.8.B.2.a. The evaluation shall consider whether or not the faculty member's performance of duty has been ~~substantially below the relevant unit's standards and criteria for acceptable faculty performance~~, for a significant period of time, below the standard of performance required of an individual in the position occupied by the faculty member to such an extent that the person is unfit to serve on the faculty.

29.8.C.1 Determine whether there is a reasonable basis for the complaint that the faculty members' performance of duty has been ~~substantially below the relevant unit's or units' standards and criteria for acceptable faculty performance~~, for a significant period of time, below the standard of performance required of an individual in the position occupied by the faculty member to such an extent that the person is unfit to serve on the faculty, for reasons that may include but are not limited to substantial and manifest neglect of faculty duties or inability to perform those duties.