A. All faculty of the UW Colleges have a responsibility to maintain the quality of teaching, professional growth and university and community service required by the faculty member's department and campus.

B. Faculty generally fulfill this responsibility well in their various ways. However, a faculty member may fail in this responsibility as shown through a pattern of ineffective effort or inactivity.

C. The deans of UW Colleges campuses and chairs of academic departments jointly have the primary and continuing annual responsibility for initially identifying possible patterns of ineffective or inactive performance. There can be no checklist for judging whether such a pattern may exist. Rather, standards of "reasonableness" should prevail.

D. If a dean or chair identifies such a possibility, then they shall jointly decide upon an initial course of action to determine the extent of the problem. Following a verbal communication by the department chair or dean to the faculty member that a concern may exist, various steps may be taken. For example, appropriate actions may include but shall not be limited to peer class visitations and evaluations and/or contacts with former students. If the dean and chair are satisfied that a problem does exist then they shall consult first with the Vice Chancellor, and then with the faculty member to decide upon a positive and remedial course of action to resolve the problem. The course of action should, if possible, include faculty renewal and development measures rather than punitive measures. This course of action shall be specified in a written Action Plan, including an appropriate timeline for completion, and shall be shared with the faculty member, the campus dean, and the department chairperson. The dean and department chair shall involve the relevant campus and departmental committees as appropriate.

E. If the dean and/or chair conclude that remedial efforts to resolve the problem are not successful, the dean and/or department chair, in consultation with their appropriate faculty committees, shall submit the matter to the Chancellor by either (1) filing a formal complaint recommending specific courses of action, or (2) requesting an informal investigation under the provisions of UWS 4.01 (Dismissal for Cause).

F. A pattern of ineffectiveness or inactivity in a faculty member is grounds for discipline under section UWS 6.01 or dismissal for cause under section UWS 4.01, Wis. Adm. Code.

G. Merely being identified for review, as exhibiting a possible pattern of ineffective or inactive performance, cannot in itself be grounds for a formal grievance by the faculty member.
H. Throughout these processes, campus deans and department chairs shall keep adequate records.