

Policy Title: Remediation of Tenured Faculty

Impact: Employees

Responsibility: Human Resources

Effective Date: 06/26/02

Last Update: 05/26/10

Relates to Procedure: 3.02.30

Legal Citation(s):

I. Policy Narrative

North Idaho College supports methods to improve the performance of faculty members. If a tenured faculty member is identified by the Chief Academic Officer (CAO) as being ineffective in satisfying contractual obligations as specified in the Teaching Focus policy, either through formal or informal evaluation procedures, a formal remediation process may be initiated by the CAO and implemented pursuant to the Remediation Procedure.

If at the conclusion of a formal remediation period the CAO determines that the faculty member has successfully completed the remediation process, the CAO shall close the process according to procedure. However, if at the conclusion of the remediation plan the CAO determines in his/her discretion that the faculty member has not successfully accomplished the outlined goals of the formal remediation plan, the CAO may extend the term of the remediation plan or recommend termination of employment for cause, as defined by the Faculty Termination policy and procedure.