UCFT Report on changes to the
“Interpretation of Incompetence” in the Faculty Handbook

Rationale: Update and clarify policy terminology to more appropriately capture the intent of the policy provisions and expectations.

Key clarifications include the following expectations:
- Changes terminology from “incompetence” to “failure to perform”
- The faculty discipline process should be utilized before the dismissal process, absent extraordinary circumstances
- A review by the unit’s faculty advisory committee will be performed before recommending initiation of dismissal proceedings
- Faculty will be notified of the potential consequences if performance remediation efforts are not successful
- Faculty members shall be given an opportunity to provide input on developmental opportunities and a performance improvement plan before it is implemented.

The revisions were shared with faculty to obtain additional feedback. The changes were well received and viewed as positive changes.

UCFT approved the interpretation, without the change in terminology from “incompetence” to “failure to perform” on Jan 21, 2015.

Unfortunately, the term “incompetence” cannot be changed because it is referenced in the policies: Dismissal of Tenured Faculty for Cause and the Discipline where Dismissal is Not Sought.

The UCFT recommended that a working group consider the change in terminology during the evaluation of the above two policies (discipline and dismissal). The working group will be composed of members of UCFT and UCFA.