

## Faculty Fitness Panel Background and Context

This policy was developed in order to provide a clear pathway for addressing issues and questions that arise about a faculty member's ability to fulfill his/her/their professional obligations. It is part of an Office of the Provost initiative that seeks to strengthen institutional supports and processes related to faculty well being and conduct to enable all faculty members to do their best work in a healthy and empowering environment. A study conducted as part of the initiative, which included interviews with chairs, dean's office administrators, and central administrators, identified gaps in the University policy infrastructure governing faculty fitness for duty, misconduct, and disciplinary action. This policy, in tandem with concurrent revisions to the Faculty Handbook in 2018, seeks to address the identified gaps. It was developed with input from Faculty Senate leadership, the Dean's Council, and the Faculty Senate, and is designed to align with the procedures of the Faculty Senate, the Faculty Fitness Panel, the Faculty Performance or the disciplinary process outlined in the [Faculty Handbook](#),

## Policy on Faculty Fitness Panel

### Overview

The goal of the Faculty Fitness Panel (FFP) is to protect members of the University community and to provide appropriate resources for faculty members who are in need of

Northwestern is firmly committed to free expression and academic freedom. The University is equally committed to creating and maintaining a safe, healthy, and harassment free environment for all members of its community and firmly believes that these two legitimate



See definitions section above.

### **Review Process**

The FFP receives and reviews a referral from the dean or APF and determines whether it warrants a

After the fitness evaluation, the evaluator will prepare and send a written report that will go to the FFP chair, the dean of the appropriate school, and the APF or designee. The dean informs the faculty member of the outcome of the evaluation.

if possible. The University will