

LOUISIANA STATE UNIVERSITY AGRICULTURAL CENTER

Office of the Chancellor
Effective Date: September 1, 2000

AG CENTER PS-39
Version 0

PERFORMANCE REVIEW OF FACULTY

Purpose

A nationally recognized university depends on faculty excellence in research, teaching, and service. To promote excellence, all members of the faculty should undergo evaluations to ensure that their academic performance is commensurate with their rank and status, and that they remain accountable for their academic performance to the university and the larger community. The purpose of this policy is to establish a set of guidelines for a formal review process for faculty in the LSU Agricultural Center, in compliance with PM-35.

Policy

All faculty members will be reviewed at least annually by the appropriate unit head (department head, resident director, or equivalent). Reviews will be based on the faculty member's job responsibilities.

Non-Tenured Faculty

Non-tenured faculty are governed by the provisions of PM-23, "Ranks, Provisions, and Policies Governing Appointments &

Promotions of the Academic Staff," and Section 2-7 of the By-Laws and Regulations for the LSU Board of Supervisors.

Tenured Faculty

In addition to the provisions of PM-23, "Ranks, Provisions, and Policies Governing Appointments & Promotions of the Academic Staff" and Section 2-7 of the By-Laws and Regulations for the LSU Board of Supervisors, the following procedures will apply to tenured faculty.

A. Effect of Unsatisfactory Review

If two consecutive reviews by the unit head, or three in a five year period, indicate that a faculty member's performance is not satisfactory, the unit head will arrange, through the office of the appropriate Vice Chancellor (usually the Vice Chancellor for Research), for a peer review by other tenured faculty members having reasonable knowledge of the academic discipline of the faculty member. Under unusual circumstances, the unit head may recommend and/or the Vice Chancellor(s) may direct that there be peer review following a single unsatisfactory review if previous reviews indicated a growing problem in one or more areas.

If both the unit head and the tenured faculty reviewers concur in the finding that the performance is unsatisfactory, the matter shall be referred to the office of the Vice Chancellor(s). If the faculty reviewers do not concur, the unit head may revise and/or reconsider the assessment or may refer the matter to the Vice Chancellor(s).

B. Plan for Improvement

The Vice Chancellor(s) will review the matter in concert with members of his/her staff as deemed appropriate. If the Vice Chancellor(s) concludes that the faculty member's research is unsatisfactory, a representative from his/her office, the unit head and a committee of three to five other tenured faculty members will work with the faculty member to develop a plan for improvement based on overall research expectations established by the Vice-Chancellor's office. The plan should include more frequent review and should respect academic freedom and professional self-direction. Adequate resources should be made available to support the plan.

C. Effect of Continued Unsatisfactory Performance

If, after a two-year period under the plan for improvement, subsequent reviews by the unit head and faculty committee are still negative, the Vice Chancellor may ask the Chancellor to institute proceedings for removal for cause. Proper due process will be afforded the faculty member.

Other Provisions

If the Chancellor determines that, due to the circumstances of a specific situation, application of all or any portion of this policy would not address the primary issues and/or result in satisfactory performance, the Chancellor may waive any portion of this policy and institute proceedings for removal for cause, or other disciplinary action, as is provided for and allowed by the policies and procedures applicable to this campus.

Unsatisfactory performance or non-performance by a faculty member occurring and/or arising, in whole or in part, prior to the effective date of this policy, may be considered in connection with a decision to seek removal for cause. The extent to which this policy will be applied to conduct occurring prior to its effective date may be determined by the Chancellor.