



Louisiana State University System

3810 West Lakeshore Drive
Baton Rouge, Louisiana 70808

Office of the President

225 / 388-2111
225 / 388-5524 fax

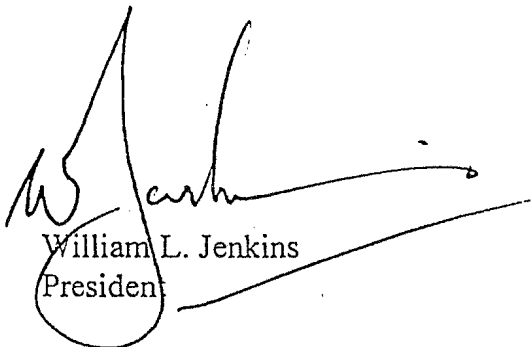
November 22, 1999

PM-35

Memorandum to: Chancellors Cavanaugh, Costonis, Emmert, Marsala, Nunez,
O'Brien, Richardson, Trail, and Director Bouchard

Subject: PM-35: Review of Faculty Ranks

The following new PM-35 was developed to provide an appropriate set of guidelines for review of faculty ranks. Please duplicate and distribute to those persons on your campus or in your area you believe should have a copy of the new PM-35.



William L. Jenkins
President

xc: System Administrators
System's Council of Chief Academic Officers ✓

PM-35 Review of Faculty Ranks

Tenure is a means of protecting faculty members from political intrusions into academic decisions. Tenure grew out of some notable intrusions of powerful people into academic personnel decisions. A notable example was the firing of an Economics professor at Stanford University in the early 1900's because the widow of Leland Stanford Jr. disagreed with the faculty member's economic theories. This kind of interference continued until well into the 1920's at various universities around the country. These arbitrary actions led to the creation of tenure as a means to protect faculty from unfair treatment. It was never intended to be a grant of lifetime employment. The Board of Supervisors for LSU A&M approved tenure on June 8, 1931.

Tenure, with its many benefits, demands greater responsibility on the part of the academic community to monitor its utilization. Hence all universities must provide an adequate process of review for faculty that are applicants for tenure and those who have attained tenure. The objective of this PM is to provide an appropriate set of guidelines for each of the LSU System campuses to use for their review process. The process for a two-year campus may be slightly different the one adopted by a research oriented campus. However each should include the items listed below.

ACADEMIC REVIEW OF FACULTY MEMBERS

All faculty members will be reviewed at least every other year. A campus may institute more frequent reviews. The reviews should be based on the faculty member's job assignment.

Tenured faculty will be provided a more extensive peer-review process after two unsatisfactory regular reviews. Under unusual circumstances this may be delayed until after another unsatisfactory review.

This more extensive peer-review will include evaluations from faculty members located outside the college of which he or she is a member. The faculty members selected to participate in this review should be from departments appropriate to review the academic area of the faculty member.

If the more intensive peer review indicates deficiencies in the faculty member's performance, the Chancellor of the campus or his/her designee will appoint a committee of peers to assist the faculty member in developing a positive plan to improve those areas where there was a deficiency.

After three years of assistance by this committee, the faculty member will be reviewed again by a committee that includes faculty from outside the college in which he or she resides.

If this review, after a three-year period of positive guidance, is negative the Chancellor will institute proceedings for removal for cause including proper due process.