



# PS 109 Revision

*on behalf of the PS 109  
Policy Revision Committee*

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# Revision Process

- Committee made up of faculty, administrators, and HRM met over the span of an academic year to revise
- Feedback received from and considered by
  - Faculty Senate Executive Committee
  - Deans' offices (some who included faculty/departments chairs feedback)
  - ORED and OAA



# Impetus for and Expected Outcomes of Revision

- Clarify and simplify the process
- Encourage clearer and appropriate feedback during annual evaluation
- Provide help earlier and in a more supportive manner to faculty who need it



# Clarify and simplify the process

- New title
  - **Current:** PM 35 Campus Implementation Procedure
  - **New:** Unsatisfactory Job Performance and Performance Improvement of Tenured Faculty
- Policy reorganized and redundant text removed
  - Now in chronological order
  - Put in standard format for policies
- Language throughout modernized and standardized
  - Terminology updated to match PS 36 such as unit leader, president, LSU
  - Addition of Definitions section to policy



# Encourage clear and helpful feedback during annual evaluation

- Addition of *Needs Improvement* to university ratings in annual reviews
  - Currently *Satisfactory* or *Unsatisfactory as defined by PS 109*
  - New rating indicates serious concerns
  - No more than two consecutive *Needs Improvement* ratings
- If revision to PS 109 is approved, PS 36 will be updated to reflect this approved change



# Provide help earlier and in a more supportive manner to faculty who need it

- Timeframe for implementing PS 109 Improvement Plan changed from Two consecutive or three in five years unsatisfactory reviews to Two unsatisfactory reviews within a five-year period
  - To be considered an unsatisfactory review, it is considered by a faculty advisory committee within the college, the dean, Advisory Board to the Provost, and the Provost
  - This will take a revision to PM 35 which must be approved by all LSU campuses
- New timeline established to move from Annual Evaluation to Improvement Plan in one semester

## Timeline

- June 30 deadline for faculty annual evaluations to be completed by department chairs through Faculty360
- College faculty advisory committee (First 30 days of fall semester)
- Dean (10 days)
- Provost, with input from Advisory Board (2 weeks)
- Improvement Plan prepared by Faculty member (Last Day of Classes)
- Provost accepts and Plan is initiated (Last Day of Semester)