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/department 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)