

From: <http://sacs.nicholls.edu/admins/NSU Policy and Procedure Manual.doc>

2.11.3 Board–Mandated Remediation

Effective January 10, 2003, the Board of Supervisors for the University of Louisiana System issued a Policy and Procedures Memorandum (PPM) that “is intended to serve as an umbrella policy for campuses in developing more specific procedures for the faculty review process” The entire PPM can be found on the University of Louisiana System website at http://www.ulsystem.net/site100-01/1001055/docs/ppm_review_of_faculty_ranks.pdf.)

The PPM requires that there be mandatory remediation of tenured faculty once there have been multiple unsatisfactory reviews.

Definitions of an “overall unsatisfactory rating” shall also be included in all departmental promotion and tenure documents (Section 2.10.2) and shall in each case reflect the mission of the university, the college, and the department as well as any individual criteria (Section 2.10.2a) that may apply. At this university, tenured faculty shall be subject to Board-mandated remediation after there have been two (2) consecutive overall unsatisfactory ratings or after there have been three (3) overall unsatisfactory ratings in a five (5) year period. The following procedures shall apply for all cases of Board-mandated remediation of tenured faculty:

After all formative appeals have ended, the plan for remediation should be developed by the department head in conjunction with the faculty member and Dean.

If the faculty member does not agree with the plan of remediation proposed by the Department Head, tenured faculty in the department will develop an alternate plan of remediation.

In those cases where the faculty member, Department Head and Dean cannot agree on the plan of remediation (referred to in number 3 above), the Provost and Vice President for Academic Affairs shall determine the final provisions of the plan based on the recommendations by the Department Head and tenured faculty in the department.

If the faculty member has not achieved significant improvement in performance after a minimum of two (2) years of remediation, a recommendation for dismissal may be made.

A recommendation for dismissal automatically will trigger a review by tenured faculty in the department. Based on all recommendations, including that of the tenured faculty in the department, the Provost and Vice President for Academic Affairs may recommend that the university President or his or her designee institute proceedings for removal for cause including proper due process.

The Board's PPM stipulates that tenured faculty from outside the department shall be elected to participate in the process whenever the number of departmental faculty is insufficient. Appointments of faculty from outside the department shall require the approval of the Provost and Vice President for Academic Affairs. Section 2.14.3 contains separate policies that apply to due process concerned with all cases of dismissal, termination of contract, or demotion.