

, 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 objective of this PM is to provide a set of guidelines for each LSU campus to use for reviewing faculty performance. The process may appropriately vary from campus to campus, but each campus shall adopt its own procedure for the review process within the framework of this policy. Each such campus procedure should be coordinated with existing campus policies and procedures.

The extent to which this policy will be applied to conduct occurring prior to its effective date may be determined by the Chancellor. 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.

## II. ACADEMIC REVIEW OF FACULTY MEMBERS

Campus policies should include the following basic elements:

# Referral o

