

College of Human Sciences and Education
Louisiana State University and A&M College

Promotion and Tenure Guidelines

OVERVIEW

Louisiana State University and A&M College, hereinafter referred to as LSU, has published a number of Policy Statements, including Policy Statements concerning the general criteria for appointments, reappointments, promotions, tenure, annual reviews, and enhancement of job performance for track and tenured faculty (PS-36-T: [http://appl003.ocs.lsu.edu/ups.nsf/4d8b193f0753c7e48625714000672ba4/9810721F6C7A3F15892676C063/\\$File/PS-36-T.pdf](http://appl003.ocs.lsu.edu/ups.nsf/4d8b193f0753c7e48625714000672ba4/9810721F6C7A3F15892676C063/$File/PS-36-T.pdf))

Monday,

Table 1. Faculty workload percentages and calculated minimum point expectations

Current rank	Research workload avg.*	Multiplier	Min. research points	Teaching workload avg.*	Multiplier	Min. teaching points	Service workload avg.*	Multiplier	Min. service points
Assistant Professor	50% [(50+50+50+50+50)/5 = 50%]	2.0	100	40% [(40+40+40+40+40)/5 = 40%]	2.0	80	10% [(10+10+10+10+10)/5 = 10%]	2.0	20
Associate Professor	40% [(40+40+40+40+40)/5 = 40%]	2.5	100	40% [(40+40+40+40+40)/5 = 40%]	2.0	80	20% [(20+20+20+20+20)/5 = 20%]	2.0	40

Table 2 delineates minimum tenure and/or promotion expectations for research, teaching, and service activity in the College of Human Sciences and Education. The table includes the most common research, teaching, and service outputs for faculty within the College along with relative weightings for each output. It is important to note that the table is not necessarily designed to be comprehensive, and there may be current and emerging outputs that are not featured within the table that are still valued contributions. For example, while the procurement of a patent is so rare within the College that it did not warrant inclusion in the table, such a research output is valued by the College and could be negotiated for inclusion on an individual basis.

MODIFICATION OF THIS DOCUMENT

As noted previously, this document reflects minimum standards as defined at the time of its development via an ad hoc OHSB and Tenure Guidelines Committee. This committee included the following voting members:

- School of Education Director
- School of Education Senior Faculty Representative
- School of Human Resource Education & Workforce Development Director
- School of Human Resource Education & Workforce Development Senior Faculty Representative
- School of Kinesiology Director
- School of Kinesiology Senior Faculty Representative
- School of Library & Information Science Director
-

Grants & Contract Proposal Funded		Funded dollar amount multiplied by 0.0002 (multiplied by assigned percentage effort)
<u>TEACHING</u>		
MINIMUM REQUIRED POINTS (Point values do not carry over from one promotion to the next)		Point value
Courses taught on load with satisfactory evaluations		1.25 points per credit hour
New course development (new to catalog)		10
Significant revisions to an existing course in the catalog		5
Converting traditional course to online format (must meet published LSU Online quality standards) or vice versa		5
Service Learning/CXC course (each section taught)		3
Graduate Advising	Chair, doctoral completer (for promotion to full professor, candidate must chair at least one doctoral completer if a doctoral program is available)	4
	Member, doctoral completer	2

