



- (12) Allow the faculty member to submit a written response to the evaluation and conference.
- (13) Require the department head to respond in writing to any response from a faculty member.

Proposed law provides parameters for measuring the three areas of teaching, professional activity, and service. Further requires that a faculty member with teaching responsibilities to be evaluated as adequate or higher in teaching in order to receive an overall evaluation of adequate or higher. Also, provides that a faculty member who does not have teaching responsibilities shall be evaluated as adequate or higher in professional activities to receive an overall evaluation of adequate or higher. Provides that a faculty member shall meet at least seventy-five percent of the performance goals in an area to be determined adequate.

Proposed law requires that if a faculty member fails to be rated as adequate for a period of two consecutive years or for two of any three consecutive years, a mandatory plan of remediation shall be established. Provides the process for establishing the remediation plan.

Proposed law provides that if the faculty member does not agree to the finalized remediation plan, as approved by the provost, that the tenure of the faculty member shall be rescinded.

Proposed law requires the next evaluation to detail the faculty member's progress towards meeting the goals outlined in the remediation plan.

Proposed law provides that failure to achieve significant progress toward the outcomes in the remediation plan within the agreed upon timetable shall subject the faculty member to administrative action, which may include academic dismissal. Further provides that a tenured faculty member who fails to achieve significant progress shall forfeit tenure.

Proposed law provides parameters for the process of academic dismissal for unacceptable job performance.

Proposed law provides that a tenured faculty member who, after completing a mandatory plan of remediation, is placed on another mandatory plan of remediation shall forfeit tenure and shall not be provided the opportunity to regain tenure.

Effective upon signature of the governor or lapse of time for gubernatorial action.

(Adds R.S. 17:3307)