





3. Policy of the University of Louisiana System limits the number of professors to 20-35% of the faculty and the number of associate professors to 25-35% (Rules, Part Two, Chapter III, Section X Faculty Rank, located at: [https://www.ulsystem.edu/wp-content/uploads/2017/11/Chpt\\_3\\_X\\_Faculty\\_Rank.pdf](https://www.ulsystem.edu/wp-content/uploads/2017/11/Chpt_3_X_Faculty_Rank.pdf).)
4. Since promotions in rank are recognitions of success in a professional career, they should not be withheld for



Professional Activity, and Service. The immediate supervisor of the director shall conduct the annual evaluation of Job Effectiveness.

Professional Activity includes those activities requiring professional and/or academic expertise that support and advance a discipline pertinent to the candidate's faculty position and student professional development through publications/performances/exhibitions.<sup>2</sup>

Evaluation of Professional Activity may include, but need not be limited to, these faculty and faculty-student activities:

- Publishing refereed journal articles, books chapters, books
- Publishing non-refereed journal articles, book chapters, books
- Presenting papers
- Submitting, obtaining, and administering in.6.4(in)2.3(isar2(a)5an)2.3(d).035 - in)2.2(.6.4(ii)Td(5)4(-)t 0 T-3}(rin19-1.4(pfn)2

cultural development of the community, region, and state; this includes services to the discipline such as hosting professional meetings.

To be eligible for tenure, the faculty membercu-1.9(ut-2.206 32e)-6(v)2(s)-4-3(rc(e)-3( a )10.6(t)-3(e)-3(n)2.2)5(u)5(r.)TJ0 Tc2.9(4

2. Demonstrated excellence in both Teaching/Job Effectiveness and Professional Activity.<sup>4</sup> A substantial record of commitment to student learning and success in the classroom and beyond as well as a substantial record of publication is required for promotion to this level. The individual must have demonstrated distinction in Service.
3. Held the rank of associate professor for at least five years.







The Provost will review the recommendations of the departmental committee, the department head, the dean, and the University Tenure/Promotion Committee. In a case where all of the recommendations have been positive and the Provost concurs, he/she need only make a brief statement to that effect. If, however, the Provost recommends against awarding tenure or promotion, or does not concur with any or all of the previous recommendations, he/she will write a narrative justification explaining his/her recommendation. The Provost's recommendation with written narrative justification will be inserted in the candidate's file, and all supporting materials will be forwarded to the President by April 24.<sup>6</sup> The candidate will be given a copy of the Provost's written narrative explanation and recommendation by April 24.<sup>6</sup>

The President shall make the final recommendation for promotion. If affirmative, the President's recommendati0.001 Tc 0.0032.9

- The dean's written recommendation, with all supporting materials, is forwarded to the Provost's office for perusal, when applicable, by University Tenure/Promotion Committee. The candidate is notified of the dean's recoir

are significantly different, then the dean, department head, and review committee chair should discuss the evaluations.

