

GUIDELINES ANNUAL FACULTY REVIEW LSUHSC NEW ORLEANS - SCHOOL OF MEDICINE

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. Such evaluations allow feedback and constructive criticism for faculty members so that we promote individual achievement and facilitate activities essential to the mission of the School, including education, research, and patient care and other forms of service. They also provide guidance to faculty on advancement and foster the career development of the individual. In addition to encouraging self-assessment, annual evaluations allow each faculty member to demonstrate his/her value to the department and to the School. **Consequently, annual review of all full-time faculty members is required by the School of Medicine.**

Annual review will be undertaken with the department head or appropriate supervisor. The reviews should be based on the faculty member's job responsibility. Faculty without administrative responsibilities will use the FACULTY ANNUAL REVIEW FORM; those with administrative responsibilities will use the ANNUAL REVIEW FORM-DEPARTMENT HEAD, CENTER or PROGRAM DIRECTOR, DEAN'S OFFICE. These evaluation instruments are designed to promote dialogue between the individual faculty member and his/her supervisor and should be completed before the annual review is conducted. A current Curriculum Vitae (CV) must also be appended to the ANNUAL REVIEW FORM. The faculty member may choose to append one or more ACTIVITIES WORKSHEETS outlining detailed scope of work from the past academic year.

Annual review ideally is conducted in the spring, near the close of the academic year. At that time, the supervisor and the faculty member will meet and review the completed documents, the ANNUAL REVIEW FORM and the CV. They will discuss the annual progress, overall career issues and self-assessment; they will also review, mutually agree upon and revise the specific objectives for the coming year and the strategies needed to do so. The faculty member and the supervisor will identify facilitators and barriers to achieving specific objectives, as well as characterize additional resources that might be needed. Review processes initiated for tenured faculty members must be consistent with criteria and process prescribed by LSU System Permanent Memorandum (PM) #35.

Should this process not result in substantive agreement between the faculty member and supervisor, either or both parties may request confidential and unbiased mediation. Another senior faculty member, mutually agreed upon, will independently evaluate the annual review form and then meet with the faculty member and supervisor to resolve the areas of disagreement. A report of the conference will be made by the mediator and signed by the parties. If significant disagreement persists after mediation, the matter will then be referred to the Dean's office.

Continuous and regular input on content, format, and use of the ANNUAL REVIEW FORMS is encouraged. Any suggestions should be directed to Janis Letourneau, MD, Associate Dean for Faculty and Institutional Affairs.

The ANNUAL REVIEW FORMS, the standardized template for Curriculum Vitae, the ACTIVITIES WORKSHEETS, and the GUIDELINES for faculty review can be found on the Faculty Affairs web site: http://www.medschool.lsuhschool.edu/faculty_affairs/

Approved by Administrative Council: April 7, 2004