

**AGENDA
GRIEVANCE COMMITTEE
BOARD OF SUPERVISORS FOR THE
UNIVERSITY OF LOUISIANA SYSTEM
9:15 a.m., Thursday, April 28, 2016**
7th Floor Conference Room
Claiborne Building Conference Center
1201 North Third Street
Baton Rouge, Louisiana**

MEMBERS:

Mr. John Condos, Chair
Mr. John LeTard, Vice Chair
Ms. Maggie Brakeville
Mr. Edward Crawford III
Ms. Pamela Egan
Mr. E. Gerald Hebert
Mr. Robert Shreve

A. Call to Order

B. Roll Call

C. Consideration of item from the Board Agenda:

Board Agenda Item I.1.

Dr. B. Dean Lanham, Faculty Member, University of Louisiana at Monroe
Executive Session may be required

D. Other Business

E. Adjournment

** *Executive Session, pursuant to R.S. 42:17, may be required.*

**BOARD OF SUPERVISORS FOR THE
UNIVERSITY OF LOUISIANA SYSTEM**

GRIEVANCE COMMITTEE

April 28, 2016

Item I.1. Dr. B. Dean Lanham, Faculty Member, University of Louisiana at Monroe.

EXECUTIVE SUMMARY

Dr. B. Dean Lanham is appealing the University of Louisiana at Monroe's (ULM) decision to deny his request for promotion and tenure. The basis of his appeal to the Board of Supervisors of the University of Louisiana System is that established process was not followed by the campus.

Dr. Lanham was hired in a tenure-track position as assistant professor in ULM's criminal justice program beginning Fall 2009. In Fall 2014, Dr. Lanham submitted his portfolio of materials to be used in evaluation of his request for promotion to rank of associate professor and for granting of indeterminate tenure. Upon review by the program committee, which consisted of three faculty members, Dr. Lanham was not recommended for promotion or tenure. Shortly thereafter, the school director denied Dr. Lanham's request as well. Dr. Lanham proceeded to appeal to the dean, who denied his appeal because the review was found to be fair and unprejudiced.

Based on the University's faculty appeal procedure, Dr. Lanham appealed to the Vice President for Academic Affairs for reconsideration. Dr. Lanham's basis for appeal was that ULM did not adhere to its policy or the University of Louisiana System policy and that he did fulfill the minimal criteria for promotion and tenure. After conducting an investigation of the claims, the Vice President for Academic Affairs denied Dr. Lanham's appeal because University policy had been followed. As well, the fact that attainment of minimum promotion and tenure criteria do not guarantee granting these requests was put forth. The Vice President for Academic Affairs proceeded to recommend to the University's President the denial of tenure and promotion for Dr. Lanham. He was notified that his appointment would not be renewed after summer 2016.

According to the Faculty Appeal Procedure, Dr. Lanham appealed to the Faculty Appeals Committee through the University President claiming that he was not held to the same standards when he was hired. Following the completion of an extensive investigation, the Faculty Appeals Committee recommended denial of tenure and promotion for Dr. Lanham based on the Committee's professional judgment even though he did meet minimal promotion and tenure criteria. In November 2015 Dr. Lanham was notified by the University President that his grievance had been dismissed favoring the recommendations of the Faculty Appeals Committee against promotion and tenure.

The University of Louisiana System received a letter of appeal from Dr. Lanham on January 8, 2016. On March 8, 2016, the System office sent via email and U.S. Postal Service a letter to Dr. Lanham informing him that his appeal would be submitted to the Grievance Committee of the Board for review at its April 28, 2016 meeting.

After reviewing information submitted by Dr. Lanham and the University, staff concludes that all University procedures were followed accordingly. As such, staff recommends that the process followed by University of Louisiana at Monroe be upheld and that no further consideration be given to Dr. Lanham's appeal.

RECOMMENDATION

***NOW, THEREFORE, BE IT RESOLVED,** that the Board of Supervisors for the University of Louisiana System recommends that the process used by University of Louisiana at Monroe regarding the grievance of Dr. B. Dean Lanham be upheld and that no further consideration be given to Dr. Lanham's appeal.*