Office of the Provost
DIVISION OF ACADEMIC AFFAIRS
SAM HOUSTON STATE UNIVERSITY

TENURE UNIT STANDARD ROUTING SHEET

In support of the following academic policy statements, tenure unit performance standards will be maintained and made publicly available by the Office of the Provost's Faculty Records Team. Per policy, each of these sets of standards will be reviewed every five (5) years, submitted to the Office of the Provost using this routing form for all signatures.

- APS 900417, Faculty Reappointment, Tenure, and Promotion of Tenured and Tenure-Track Faculty
- APS 980204, Performance Evaluation of Tenured Faculty (Post-Tenure Review)
- APS 820317, The Faculty Evaluation System of Tenured and Tenure-Track Faculty
- APS 890301, Hiring, Evaluation, Promotion, and Merit for Non-Tenure Track Faculty

Please note the following:

- Use a separate routing sheet for each set of tenure unit standards.
- Submit files in portable document format (PDF) only.
- Ensure the set of standards being submitted ***have been approved*** by the tenure unit ***and*** college dean.

Tenure Unit: _____

College/Unit:
___CAM   ___COCJ   ___CHSS   ___COM   ___NGL
___COBA   ___COE   ___COHS   ___COSET

Standard:
___Promotion and Tenure   ___Post-Tenure Review   ___Faculty Evaluation System (FES)

___Non-Tenure Track Faculty Promotion   ___Non-Tenure Track Faculty Annual Evaluation

Contact:
Name (first & last): _____

SHSU Email: _____

Phone: _____

Approved By:

_____
Department Chair

_____
College Dean

_____
Provost & Sr. VP for Academic Affairs

Department of Management, Marketing, and Information Systems
College of Business Administration
Post-Tenure Review Standards
Developed Fall 2024

Academic Policy Statement (APS) 980204 (May 2022), "Performance Evaluation of Tenured Faculty" is the university policy that guides the Performance Evaluation of Tenured Faculty (PEFT) at Sam Houston State University (SHSU). The SHSU Department of Management, Marketing, and Information Systems uses *APS 980204* to guide the Department in process of reviewing tenured faculty every five (5) years.

Section 2.01 of APS 980204 allows the tenured faculty in consultation with the tenure-track faculty of the Department of Management, Marketing, and Information Systems to develop departmental specific standards of performance for tenured faculty within the department subject to the approval of the department chair, college dean, and university provost.

Section 4.02b of the policy (*980204*) states "…initial review shall make use of FES records for the five (5) most recent years." During the Fall 2024 semester, the tenured faculty in consultation with the tenure-track faculty of the Department of Management, Marketing, and Information Systems met and developed the departmental standards for post-tenure review. These standards are based on FES scores and AACSB requirements.

Minimum performance standards for the five-year period under review:

1. A rolling average of the previous five years' FES 1 scores of not less than 2.00.

   AND

2. A rolling average of the previous five years' FES 2 scores of not less than 3.80.

   AND

3. A rolling average of the previous five years' FES 3 scores of not less than 2.00

   AND

   Faculty member must be either Scholarly Academic (SA) or Practice Academic (PA) by COBA's definition of the AACSB category.

   SA
   Six Academic Engagement Activities, including at least two publications in peer-reviewed journals, in the last six years. Doctoral faculty with SA status hired to serve as an administrator: To maintain the SA status during his/her tenure, an administrator must meet at least 50% of the SA maintenance standards. Attending conferences/workshops related to accreditation counts as engagement activities.

   PA
   Six Academic or Professional Engagement Activities in the last six years. Doctoral faculty with PA status hired to serve as an administrator: To maintain PA status during his/her tenure, an administrator must meet at least 50% of the PA maintenance standards. Attending conferences/workshops related to accreditation counts as engagement activities. If an administrator fails to meet SA status during his/her tenure as an administrator, he/she may be re-classified as PA, they need to meet at least 50% of PA Maintenance standards. Attending conferences/workshops related to accreditation counts as engagement activities.

   AND

4. A rolling average of the previous five years' FES 4 scores of not less than 2.00