



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

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: Management, Marketing, and Information Systems

College/Unit:

- | | | | | |
|--|-------------------------------|-------------------------------|--------------------------------|------------------------------|
| <input type="checkbox"/> CAM | <input type="checkbox"/> COCJ | <input type="checkbox"/> CHSS | <input type="checkbox"/> COM | <input type="checkbox"/> NGL |
| <input checked="" type="checkbox"/> COBA | <input type="checkbox"/> COE | <input type="checkbox"/> COHS | <input type="checkbox"/> COSET | |

Standard:

- Promotion and Tenure
 Post-Tenure Review
 Faculty Evaluation System (FES)

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Approved By:

Gerald Kohers
 Gerald Kohers (Nov 18, 2022 14:22 CST)
 Department Chair

Sharmistha Self
 Sharmistha Self (Nov 18, 2022 15:12 CST)
 College Dean

Provost & Sr. VP for Academic Affairs



**College of Business Administration
Department of Management, Marketing, and
Information Systems**

**Performance Evaluation of Tenured Faculty (Post-
Tenure Review) Standards**

Prepared by the Tenured Faculty in Consultation with the Tenure-Track
Faculty of the Department of Management, Marketing, and Information
Systems

Fall 2022

Approved by:

Jason Riley, PhD
Associate Professor
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Gerald Kohers, PhD
Professor
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Dean
College of Business Administration

Department of Management, Marketing, and Information Systems

Post-Tenure Review Standards

Developed Fall 2022

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 2022 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 are provided on the following pages.

Unique to the College of Business Administration (COBA)

COBA is accredited by the Association to Advance Collegiate Schools of Business (AACSB, International). One of the categories reviewed by AACSB is the faculty qualifications of the college's faculty. COBA determines the requirements for the various status levels of faculty qualifications. In the Department of Management, Marketing, and Information Systems, faculty must meet COBA's standards for faculty qualifications related to AACSB accreditation at the time of reaccreditation. In general, doctoral qualified faculty should meet the "Scholarly Academic" or "Practice Academic" category. In no instance should a doctoral qualified faculty member be "Other."

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

1. A rolling average of the previous five years' FES 1 and FES 2 average scores of not less than 2.00 (Meets minimum expectations)
AND
2. A rolling average of the previous five years' FES 3 scores of not less than 2.00.
AND
3. A rolling average of the previous five years' FES 4 scores of not less than 2.00 (Meets minimum expectations).
AND
4. Have met the college's AACSB inspired definition of "Scholarly Academic" or "Practice Academic" for the previous reaccreditation period AND, in the opinion of the tenured faculty, be making sufficient progress towards meeting those definitions for the current reaccreditation period.

Calculations (EXAMPLE):

<u>Year</u>	<u>FES 1</u>	<u>FES 2</u>	<u>FES 1 + FES 2 Average</u>	<u>FES 3</u>	<u>FES 4</u>
1	3.7	4.0	3.85	2.00	4.50
2	4.5	4.2	4.35	2.50	3.88
3	4.1	3.6	3.85	3.00	4.37
4	4.3	3.5	3.90	3.00	4.36
5	4.6	4.1	4.35	3.50	3.42
	Five Year	Average	4.06	2.80	4.11
	Minimum	Standard	2.00	2.00	2.00