

**TENURE UNIT STANDARD ROUTING SHEET**

In support of t

# **STANDARDS OF PERFORMANCE**

## **Guidelines for Tenure and Promotion**

### **Department of Victim Studies**

The standards for tenure and promotion in the Department of Victim Studies at Sam Houston State University (SHSU) reflect a commitment to academic excellence. In order for tenure and/or promotion to be awarded, the candidate must have demonstrated a commitment to academic excellence. This policy sets forth the standards for tenure and promotion in the Department of Victim Studies. These standards are consistent with, and subservient to, SHSU Academic Policy #900417 and the rules and regulations set forth by The Texas State University System (TSUS).

#### **For Award of Tenure – Promotion to Associate Professor**

Candidates must possess the terminal degree appropriate to the discipline and under usual circumstances, must have served at least five and one-half years as an Assistant Professor. Candidates must demonstrate a sense of consistency and growth in their teaching and scholarly activities, clear and convincing evidence of emerging stature as regional or national authority, and cooperation within their academic department, and a likelihood of continuing excellence. Specific guidelines include:[1]

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#### **Teaching**

- Positive teaching evaluations as established by both student and administrative evaluations of performance
- Evidence of teaching development and incorporation of best and emerging pedagogical
- Involvement in teaching and curriculum development

## **Research and Scholarly Activity**

Individual will demonstrate scholarly activity through the following

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**For Promotion to Professor**

**Research**

The rank of Professor is the most prestigious academic rank at the University. For promotion to

-Regular participation in professional colloquia, seminars, workshops, webinars, training, exhibitions, and/or short courses

### **Professional Service**

-Increased record of (pro bono) service to the profession, university, and community  
(This includes service to committees, organizations, or working groups)

-Demonstrated leadership roles in the profession, the university, and the community

Works to reach collaborative decisions of the department

-Promotes the welfare of the program in service work

-Consistently operates within the established chain of command

-Works positively and collaboratively within the department, college and University

-Completes committee responsibilities and other assignments and reports in a timely