



- 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:** Human Sciences

**College/Unit:**

CAM                       COCJ                       CHSS                       COM                       NGL  
 COBA                       COE                       COHS                       COSET

**Standard:**

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

**Contact:**

Name (first & last): Ron Reed

SHSU Email: rlr054@shsu.edu

Phone: 936-294-2481

---

**Approved By:**

\_\_\_\_\_  
*Department Chair*

Emily Roper (Nov 29, 2022 10:17 CST)  
\_\_\_\_\_  
*College Dean*

\_\_\_\_\_  
*Provost & Sr. VP for Academic Affairs*



## The Department of Human Sciences Promotion and Tenure Policy and Process

### PROMOTION & TENURE GUIDELINES

#### Overview

This document serves SHSU Human Sciences Department (HUSC) faculty, members of the Department Promotion and Tenure Advisory Committee (DPTAC), and administrators. The purpose is to clearly define the criteria for promotion and tenure and advancement toward full professor. Two SHSU documents contribute to the HUSC P & T recommendations below:

The SHSU Academic Policy Statement 900417 on Faculty Reappointment, Tenure, and Promotion

The College of Health Sciences [“Criteria and Standards for Promotion and Tenure.”](#)

This policy will be under a revision cycle scheduled for five years from the date of the last review.

These should be read and reviewed along with what follows. As stated in the COHS document and applied to the HUSC Department:

*Each faculty member in the department is expected to demonstrate excellence in the areas of scholarship, teaching, and*

## HUSC PROMOTION &amp; TENURE

(from Assistant Professor to Associate Professor with tenure), continued

## Teaching

Standards for effective teaching are specified in the University and College guidelines. Teaching is central to the mission of the Department of Human Sciences. Teaching includes interactions between faculty and students that focus on the enrichment of student skills, knowledge, understanding, and personal growth. Such interaction is not limited to the classroom but rather occurs in a broad variety of settings. Satisfactory performance in teaching includes (but is not limited to): 1) good faculty evaluations by students and peers; 2) evidence of teaching methods that coincide with faculty member's teaching philosophy, and currency in the discipline; 3) learning activities appropriate for the content, course type, and course level. Faculty should strive to maintain currency in their chosen field at all times.

Excellence in teaching is evidenced by meeting or exceeding expectations in some or all of these:

Demonstration of teaching competence as evidenced by current knowledge, course organization, use of objective evaluation criteria, and consistency in addressing course objectives.

Successful implementation of innovative and evidence-based teaching strategies for in-person learning such as "active learning" pedagogy. Active-learning techniques and tools to enhance student learning include, but are not limited to, collaborative learning, problem-based learning, student polling, integration of service learning, other community-based learning into courses, student mentoring of laboratory-based research, supervision of internships and co-op experiences,

HUSC PROMOTION & TENURE  
(from Assistant Professor to Associate Professo



HUSC PROMOTION & TENURE

(from Assistant Professor to Associate Professor with tenure), continued

Application for and funded grants; probationary faculty are encouraged to consider the time demands of grant submission in the early years of pre-tenure and encouraged to collaborate with faculty when seeking grants during their probationary years.

Peer-reviewed published conference

HUSC PROMOTION & TENURE

(from Assistant Professor to Associate Professor with tenure), continued

In summary, the faculty member's body of scholarly work should show that the overall composition of the faculty's scholarly activity is sustained with a record of excellence in researching teaching,



For promotion to full professor, the faculty member

HUSC PROMOTION & TENURE

(from Associate Professor to Professor with tenure), continued

member, regarding the faculty member's progress toward promotion and tenure (i.e., associate professor with tenure) based on the criteria above.

The DPTAC serves as an advisory body reviewing the performance of the faculty member and making a recommendation to the Chair and faculty member regarding a faculty member's progress toward promotion and tenure, or a final recommendation concerning promotion and tenure.

External Reviewers (minimum of three; maximum of five) will evaluate the impact and/or significance of a faculty member's research. The external reviewers are recognized as scholars in the

CERTIFICATION STATEMENT

This departmental criteria and standards for the performance evaluation of tenured faculty has been approved by the reviewer(s) listed below and represents the criteria and standards from the date of this document until superseded.

Original Date: September 2022  
Reviewer(s): Tenured & Tenure-track Faculty in the Dept. of Human Sciences  
Chair of the Department of Human Sciences  
Review Cycle: Five years  
Review Date: Fall 2027

Approved: \_\_\_\_\_ Date: \_\_\_\_\_  
Dr. Emily A. Roper  
Dean, College of Health Sciences

APPENDIX A

**Comparison of similarities between traditional Research versus Creative Scholarship tracks**

