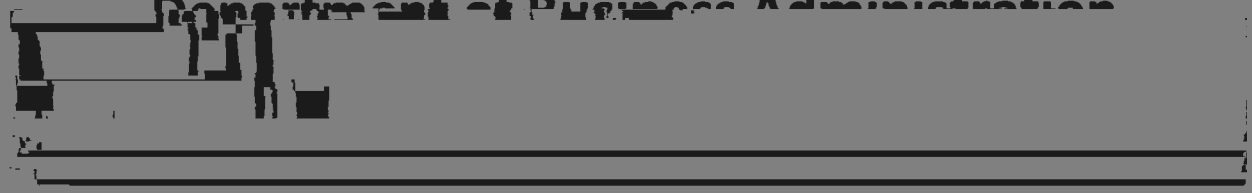
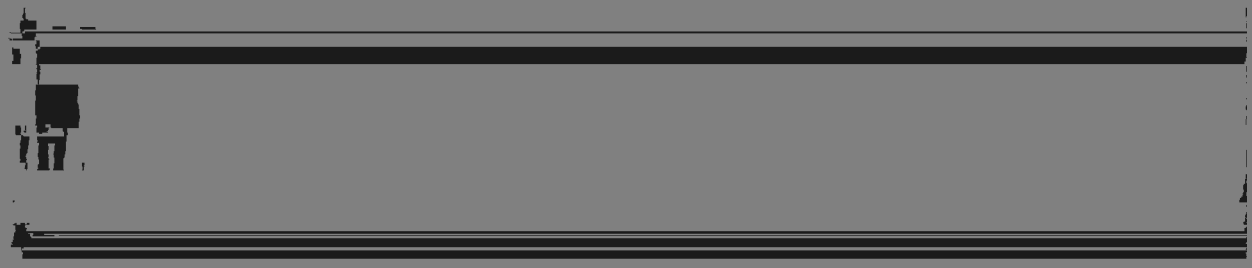
College of Business Administration

Department of Business Administration



Faculty Evaluation (FES) Standards



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Post-Tenure Review Standards
Developed Fall 2022

Track Faculty" is the university policy that guides the evaluation of faculty performance at Sam Houston

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[redacted]

FES 1 – Chair's Evaluation of Teaching Standards

FES 1

[redacted]

- Substantial use of educational technology (e.g., Blackboard, GroupMe, TopHat, Flipgrid, InterviewStream)
- Pedagogical course certifications, fellowships, or programs completed

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[redacted]

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FES 2 – Students' Evaluation of Teaching Standards

[redacted]

4.50

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[redacted]

FES 3 – Research Standards

FES 3 PERFORMANCE EVALUATION RUBRIC

Score **Use Scoring Guide to determine points and map to department FES 3 standards**

[redacted]

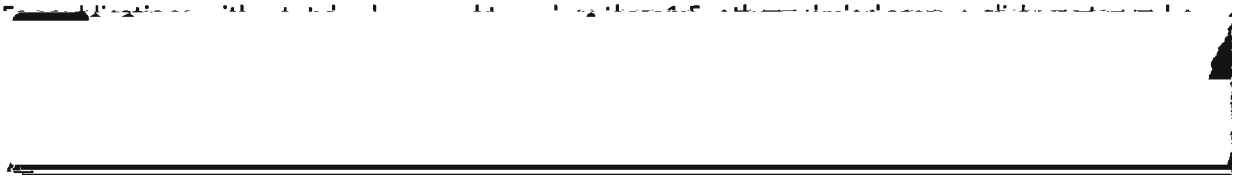
5 A* or top 10% of Q1
4 A or Q1 (below top 10%)
3 B, Q2
2 C, Q3
1 Q4, Cabell's Journalytics, editor-reviewed publication

[redacted]

3.5 Book (refereed)
1.5 new edition of existing book
2 Book (non-refereed, editor reviewed)
[redacted]

[redacted]

1 4 points Practitioner journals (points vary depending on readership and impact)*

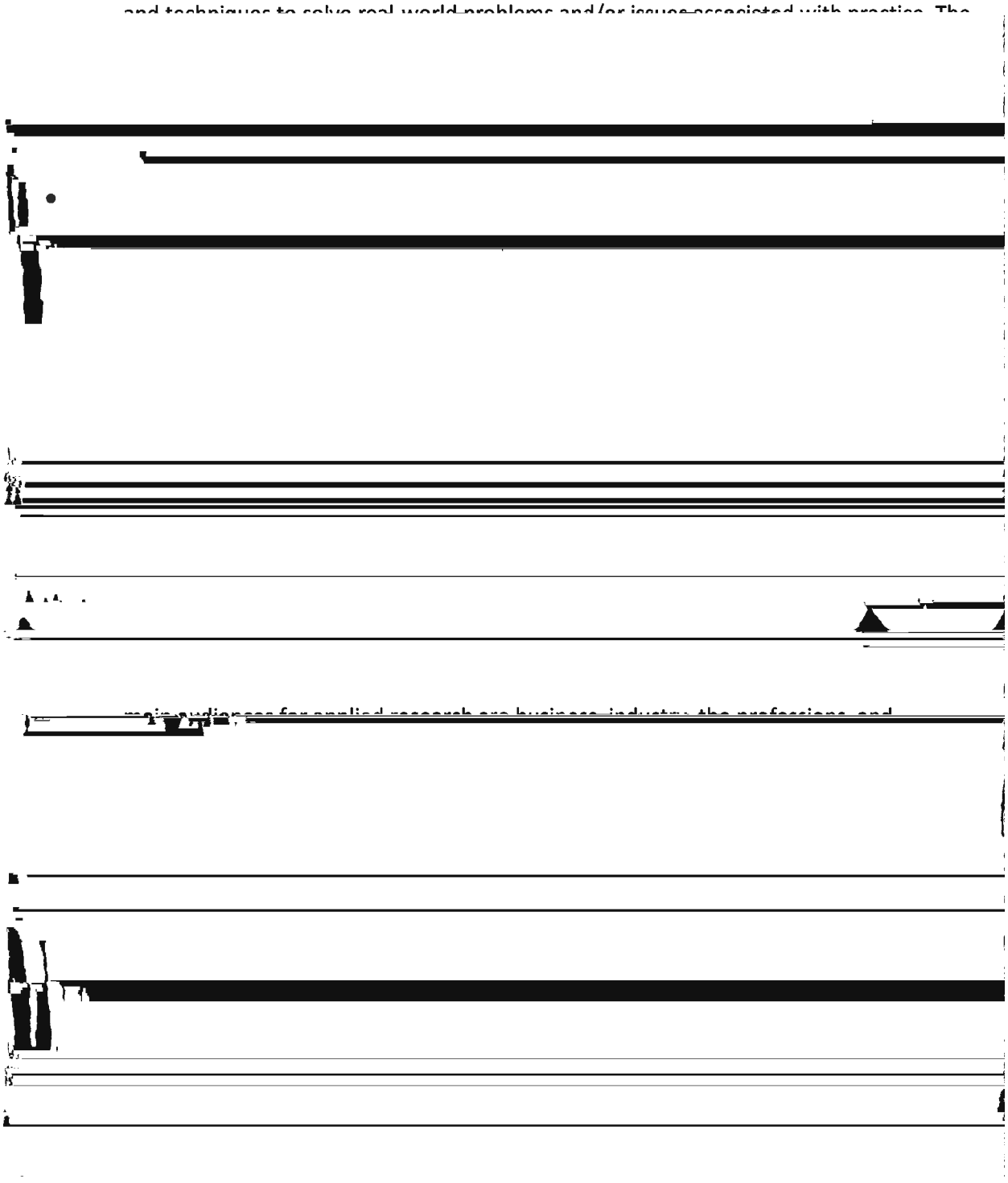


[redacted]

[redacted]

[redacted]

- Applied draws from basic research and uses accumulated theories, knowledge, methods, and techniques to solve real-world problems and/or issues associated with practice. The



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FES 4 – Service Standards

[redacted]

- Service award from an academic or professional organization at the local level.

[redacted]

	• At least one of the above PLUS four or more Good activities.

[redacted]

3.5 Active participant on one contributing committee.
Engages students with clients; participates in ACE.

- Participating in round table discussions with the Dean.

[redacted]

- Contributor to committees assigned by Department Chair or Dean.
- Serves on DPTAC Committee (if applicable)

2.0 Needs Improvement.

- Attended 51-74% of the minimum service requirements required by the chair (i.e., specified by the chair as a "mandatory" event)