

TENURE UNIT STANDARD ROUTING SHEET

In support of the following academic policy statements, tenure unit performance standards will be maintained

Performance Evaluation of Tenured Faculty¹

ENGLISH DEPARTMENT

Sam Houston State University

Performance Evaluation of Tenured Faculty

As stated in APS 900417, 2.01: “Tenure ensures academic freedom and protects faculty from inappropriate retribution. It allows faculty members to take a long-term approach to their work while still requiring faculty

rd year reviews, Tenure/Promotion consideration, and
Performance Evaluation of Tenured Faculty)

- Summary IDEA Scores
- FES Form (listing relevant yearly achievements)
- Copies of publications or a copy of title pages
- Copy of Conference Program showing participation in Conferences
- Peer Observation of Classroom Visits
- Evidence and description of any grants or fellowships awarded

Optional material includes, but is not limited to the following:

- Classroom materials
- Testimonials from publishers or other external entities

- Publication Venue information (may include circulation, acceptance rates, etc.)
- Reviews of Scholarship
- Testimonials of service activity

work on readership, initiation of larger and more substantial research topics or creative expression, or any other elements of the candidate's work that show development appropriate for the rank of Associate Professor.

Teaching

- Candidates must complete mandatory tasks associated with teaching duties, such as arriving on time and meeting classes regularly, attending mandatory trainings, teaching and developing courses as needed, adopting textbooks by the established deadlines, and submitting grades and attendance verification by the established deadlines.
- Candidates must maintain average yearly IDEA scores above 3.75.
- Candidates must show a commitment to continuous improvement in the classroom, evidenced by regular, annual participation in professional development activities and/or implementing changes in instructional practices based on responses to peer observations and chair's evaluation of teaching.
- Candidates must also show their commitment to advising and mentoring students at all levels by serving on thesis committees, working with Honors contracts, or engaging in other forms of mentorship as needed.
- Candidates can demonstrate a commitment to mentorship through guiding students toward presentation or publication of those students' work. (Work that is co-authored by a student and a candidate would also count under scholarly/creative activity, Category 2.)
- Candidates can demonstrate their teaching and mentoring effectiveness through internal and external recognitions.
- Candidates can demonstrate their teaching effectiveness by producing instructional material or resources (excluding peer-reviewed textbooks) for use in the classroom.
- Candidates can demonstrate their commitment to teaching effectiveness and innovation by applying to pedagogy centered internal and external grants. (Research that is produced from such grants would apply to the candidate's scholarship.)
- Assistant Professors will arrange, with direction from the Chair, two classroom visits per academic year from senior colleagues in the department.

Service:

Performance Expectations

Professor

Scholarly and/or Creative Accomplishments

- During the review period, candidates in academic disciplines must publish a book-length work appropriate under Tier 1 OR four to six articles appropriate under Tier 2. Co-authored works are considered equal to single-authored works as appropriate

presentation or publication of those students' work. (Work that is published and co-authored

