## **Performance Evaluation of Tenured Faculty**

Department of Mathematics and Statistics Sam Houston State University April 15, 1998 (Revised 2016)

## **Preface**

In accordance with Section 51.942 of the Texas Education Code, this document establishes appropriate minimum standards of performance for tenured faculty in the Department of Mathematics and Statistics.

## Introduction

The guidelines set forth in this document are for the purposes of periodic performance evaluation as described in Section 3 of the Academic Policy Statement on The Performance Evaluation of Tenured Faculty. These guidelines are designed to determine whether the faculty member being evaluated has met minimum standards as a tenured member of the Department of Mathematics and Statistics. This evaluation is *not* designed to replace the current, detailed annual FES-based evaluation for the purposes of merit, promotion, and tenure consideration for probationary faculty.

## Context

The faculty of the Department of Mathematics and Statistics emphasize Value (a) listed in the Preface of the Academic Policy Statement on The Performance Evaluation of Tenured Faculty that the process should avoid any genuine infringement on academic freedom and Value (d) that it should be operated in such a way as to present no threat to the essential institution of academic tenure. The necessity of this emphasis and the importance of the institution of tenure are reflected in the following three paragraphs from the Preamble to the 1940 statement on academic freedom and tenure endorsed by 168 professional associations including Association of American Colleges and Universities, American Association for Higher Education, American Association of University Professors, a wide variety of discipline-specific associations and associations of academic administrators by level (e.g., deans, deans of Arts and Sciences, etc.).

"Institutions of higher education are conducted for the common good and not to further the interest of either the individual teacher (...) or the institution as a whole. The common good depends upon the free search for truth and its free exposition.

Academic freedom is essential to these purposes and applies to both teaching and research. Freedom in research is fundamental to the advancement of truth. Academic freedom in its teaching aspect is fundamental for the protection of the rights of the teacher in teaching and of the student to freedom in learning. It carries with it duties correlative with rights.

Tenure is a means to certain ends; specifically: (1) freedom of teaching and research and of extramural activities, and (2) a sufficient degree of economic security to make the profession attractive to men and women of ability.

Freedom and economic security, hence, tenure, are indispensable to the success of an institution in fulfilling its obligations to its students and to society."

Realizing that Academic Freedom and the institution of tenure carry certain responsibilities and duties, and in response to Section 51.942 of the Texas Education Code, the faculty of the Department of Mathematics and Statistics define in this document a minimum

Tenured Facult	y Performance	Review	Activities	List

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1. Development of a new course or new materials to be used in a course. This would typically include development and teaching of a new course however it is also recognized