



Sam Houston State University

MEMBER THE TEXAS STATE UNIVERSITY SYSTEM

OFFICE OF THE PROVOST

Michael T. Stephenson

Dear faculty members,

As many of you know, the university community was in the process of revising four academic policies before the pandemic put a halt to those discussions. After consulting with various stakeholders, I intend to initiate the process that will allow us to finalize the following four academic policies:

[APS 900417 Faculty Reappointment, Tenure, and Promotion](#)

[APS 800722 Merit Advances in Salary](#)

[APS 820317 The Faculty Evaluation System](#)

[APS 980204 Performance Evaluation of Tenured Faculty](#)

In the coming weeks, I will appoint a new but small committee of representative faculty and administrators with a charge to finalize these four policies by the end of the spring 2022 semester. Moreover, I will ask the newly appointed committee to begin their work with the existing policies as they are now published, rather than resuming work from the drafts that were in place prior to COVID-19. I know that a core group of faculty and administration spent countless hours on these policy revisions prior to the pandemic. Please know that your service is deeply appreciated and that the community learned much from those deliberations.

In my estimation, however, the university is best served if we begin anew. Since March 2020, when the discussions were suspended due to the pandemic, the world has changed considerably. Since then, some faculty who were involved in those discussions have left while others have joined but not had the opportunity to engage. Additionally, the Faculty Senate membership and leadership are different. Finally, both the president and the provost are new, as are some members of their teams. Thus, after much discussion and deliberation with those involved, I have determined that we should start the process from the beginning so that those who are at the institution now have an opportunity to contribute to these important matters. The Faculty Senate has signaled strong support for this approach.

The Faculty Senate leadership is collecting names of individuals who are willing to serve on this select committee. Please nominate or self-nominate by sending the faculty member's name, rank, department, college, and an optional brief statement of interest (<300 words) to [Damon Hay](#) or [Maria Botero](#) by **5 p.m. on Wednesday, Nov. 17**. Damon, Maria, and I will meet and discuss the proposed membership. I anticipate charging the committee prior to the end of the fall semester.

I will follow up with you near the end of the month with committee membership, a firm timeline, and a request for your participation in a Qualtrics survey to provide feedback on the existing policies.

I am happy to answer your questions should you have them. Thank you for your patience, and thank you again to everyone who provided input to help make this decision.

Sincerely,

Michael T. Stephenson
Provost and Senior Vice President

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Box 2087 • Huntsville, Texas 77341-2087 • 936.294.1001 • Fax 936.294.3577 • provost@shsu.edu

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*This email has been approved for distribution to Faculty and Staff
by Michael T. Stephenson, Provost and Senior Vice President for Academic Affairs.*

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