



**College of Business Administration
Department of Accounting
Performance Evaluation of Tenured Faculty
(Post-Tenure Review) Standards**

Prepared by the Tenured Faculty in Consultation with the Tenure-Track
Faculty of the Department of Accounting

Adopted Fall 2022

Revised Fall 2025

Approved by:

A handwritten signature in black ink, appearing to read 'CA', with a horizontal line extending to the right from the end of the signature.

Cassy Henderson, Ph.D.

Professor

Department Chair

A handwritten signature in blue ink, appearing to read 'Shar Self', with a horizontal line extending to the right from the end of the signature.

Shar Self, Ph.D.

Dean

College of Business Administration



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Academic Policy Statement (APS) 980204 (May 2022), "Performance Evaluation of Tenured Faculty" is the university policy that guides the Performance Evaluation of Tenured Faculty (PEFT) at Sam Houston State University (SHSU). The SHSU Department of Accounting uses *APS 980204* to guide the Department in process of reviewing tenured faculty every five (5) years.

Section 2.01 of APS 980204 allows the tenured faculty in consultation with the tenure-track faculty of the Department of Accounting to develop departmental specific standards of performance for tenured faculty within the department subject to the approval of the department chair, college dean, and university provost.

Section 4.02b of the policy (*980204*) states "...initial review shall make use of FES records for the five (5) most recent years." During the Fall 2022 semester, the tenured faculty in consultation with the tenure-track faculty of the Department of Accounting met and developed the departmental standards for post-tenure review. These standards are based on FES scores and are provided on the following pages.

Unique to the College of Business Administration (COBA)

COBA is accredited by the Association to Advance Collegiate Schools of Business (AACSB, International). One of the categories reviewed by AACSB is the faculty qualifications of the college's faculty. COBA determines the requirements for the various status levels of faculty qualifications. In the Department of Accounting, faculty must meet COBA's standards for faculty qualifications related to AACSB accreditation at the time of reaccreditation. In general, doctoral qualified faculty should meet the "Scholarly Academic" or "Practice Academic" category. In no instance should a doctoral qualified faculty member be "Other."



**College of Business Administration
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Post-Tenure Review Standards**

Minimum performance standards for the five-year period under review:

1. A rolling average of the previous five years' FES 1 average scores of not less than 3.00
AND
2. A rolling average of the previous five years' FES 2 scores of not less than 3.00.
AND
3. A rolling average of the previous five years' FES 4 scores of not less than 3.00.
AND
4. Currently meet the college's standards for faculty qualifications related to AACSB accreditation. In general, doctoral qualified faculty should meet the "Scholarly Academic" or "Practice Academic" category. In no instance should a doctoral qualified faculty member be "Other."

Calculations (EXAMPLE):

<u>Year</u>	<u>FES 1</u>	<u>FES 2</u>	<u>FES 4</u>
1	3.7	4.0	4.50
2	4.5	4.2	3.88
3	4.1	3.6	4.37
4	4.3	3.5	4.36
5	4.6	4.1	3.42
Five Year Average	4.18	3.88	4.11
Minimum Standard	3.00	3.00	3.00