



**College of Business Administration
Department of Business Administration
& Entrepreneurship
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 Business Administration
& Entrepreneurship
Effective September 2026

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Post-Tenure Review Standards
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Academic Policy Statement (APS) 980204 (February 2024), "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 Business Administration & Entrepreneurship uses *APS 980204* to guide the Department in the 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 Business Administration & Entrepreneurship to develop department-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 Business Administration & Entrepreneurship met and developed the departmental standards for post-tenure review. These standards were reviewed in Fall 2025 by the BAE FES Committee. The standards are based on FES scores and are attached hereto.

Academic Policy Statement (APS) 980204 (February 2024) guides the Prompted Comprehensive Performance Evaluation process at Sam Houston State University (SHSU). The SHSU Department of Business Administration & Entrepreneurship uses *Section 5 of APS 980204* to guide the Department in the performance of the Prompted Comprehensive Performance Evaluation process and *Section 6 of APS 980204* to guide the Department in the formulation of Plans for Assisted Faculty Development.

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 Business Administration & Entrepreneurship, faculty must meet COBA's standards for faculty qualifications related to AACSB accreditation at the time of reaccreditation and described in the following table. In general, doctoral-qualified faculty should meet the "Scholarly Academic" or "Practice Academic" category. In no instance should a doctoral-qualified faculty member be "Additional."

COBA's AACSB Qualification Criteria for SA & PA, 2024-2025

Category	Initial Preparation	Ongoing Activities
Scholarly Academic (SA)	<p>Expected to possess a terminal degree or be ABD in the teaching discipline (or in a closely related field). Faculty members holding a terminal degree outside of business, but whose primary teaching responsibilities are in business will be considered to have met the criteria for SA status if they have completed a minimum of 18 hours of graduate coursework in their teaching/related field or have prior college-level teaching experience in their teaching/related field, or have research experience in their teaching/related field, or professional development or have industry experience in the field of teaching sufficient enough to provide a basis for participation in the mix of teaching, intellectual contribution, and service required by the college and the university. Recognized professional certifications or licenses may be used to demonstrate training and expertise in a primary teaching field.</p> <p>Per AACSB, a variety of terminal degrees may be related to the faculty member's field of teaching. Some examples of commonly accepted terminal degrees in business include; 1) doctoral degrees in business or closely related business discipline (PhD or DBA); 2) a law degree (JD) for those teaching courses or modules related to law or aspects related to the legal environment of business (e.g., ethics, negotiations, real estate, business contracts, human resource laws, international business law, or entrepreneurial law). Additional terminal degrees may also be appropriate for SA status when the</p>	<p>Six Academic Engagement Activities, including at least two publications in peer-reviewed journals¹ (Level 1 Academic Engagement Activity) in the last six years.² Doctoral faculty with SA status hired to serve as an administrator: To maintain the SA status during his/her tenure, an administrator must meet at least 50% of the SA maintenance standards. Attending conferences / workshops related to accreditation counts as engagement activities.</p>

	degree is closely related to the faculty member's field of teaching and the faculty member sustains currency through scholarly activities in that field consistent with this standard.	
Practice Academic (PA)	Expected to possess a terminal degree in the teaching discipline (or in a closely related field). PA status applies to faculty members who augment their initial preparation as academic scholars with development and engagement activities that involve substantive linkages to practice, consulting, and other forms of professional engagement.	Six Academic or Professional Engagement Activities in the last six years. ³ Doctoral faculty with PA status hired to serve as an administrator: To maintain PA status during his/her tenure, an administrator must meet at least 50% of the PA maintenance standards. Attending conferences/workshops related to accreditation counts as engagement activities. If an administrator fails to meet SA status during his/her tenure as an administrator, he/she may be re-classified as PA and they need to meet at least 50% of PA maintenance standards. Attending conferences / workshops related to accreditation counts as engagement activities.

¹Articles must be in non-predatory journals (with active links) listed under ABDC, SJR, or Cabell's or included in the academic or professional journals list maintained by COBA Faculty Research Committee. Department committees are responsible for identifying externally validated standards for evaluating practitioner journals. Once a practitioner journal has received a quality equivalence rating, this information is to be shared with COBA Faculty Research Committee that maintains the Quality Practitioner Journals list.

²Newly hired faculty who have earned a terminal degree in the teaching discipline in the last six years or are ABD in the last three years are classified as SA faculty.

³Faculty hired as SA (or earlier as academically qualified (AQ)) are expected to maintain their SA status unless there is a compelling justification to allow for reclassification as PA.



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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 and FES 2 average scores of not less than 3.00
AND
AND
2. A rolling average of the previous five years' FES 4 scores of not less than 3.00.
3. **AND** Have met the college's AACSB inspired definition of "Scholarly Academic (SA)" or "Practice Academic (PA)" for the previous reaccreditation period **AND**, in the opinion of the tenured faculty, be making sufficient progress towards meeting those definitions for the current reaccreditation period.

Calculations (EXAMPLE):

Year	FES 1	FES 2	FES 1 + 2 Average	FES 4	FES 3
1	3.70	4.00	3.85	3.00	Met and is on track to maintain SA or PA status
2	4.50	4.20	4.35	2.50	
3	4.10	3.60	3.85	3.00	
4	4.30	3.50	3.90	3.00	
5	4.60	4.10	4.35	3.50	
Five Year Average			4.06	3.00	Yes / No
Minimum Standard			3.00	3.00	Yes

Prompted Comprehensive Performance Evaluation:

If a faculty member is performing below the appropriate minimum level, then a Prompted Comprehensive Performance Evaluation process shall commence pursuant to section 5.02 of the University's Academic Policy Statement 980204 and in accordance with APS 980204. An adequate amount of time will be given to the faculty member to rectify the deficiency.

Submission to DPTAC Committee:

Faculty members under review shall submit, for the DPTAC Committee's review, FES records for the five most recent years. In addition to the FES documents, the faculty member under review shall provide a CV and narratives that provide context to the FES documents and discuss accomplishments in teaching, creative and scholarly activities, and service. The narrative should also discuss the impact, innovation, and effectiveness of the faculty member's teaching, service, and research. It is not the responsibility of the DPTAC Committee to locate this information. It is the obligation of the faculty member to ensure all information is entered into Watermark.