

Department of Economics and International Business
College of Business Administration

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 Economics and International Business
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Post-Tenure Review Standards

Academic Policy Statement (APS) 980204 (Revised February 6, 2024) establishes the guiding principles and process for Performance Evaluation of Tenured Faculty (PETF) at Sam Houston State University (SHSU). The **Department of Economics and International Business** follows the principles and guidelines in APS 980204 to develop the department-specific standards for the performance evaluation of tenured faculty members every five (5) years.

Section 2.01 of APS 980204 stipulates that the departmental "standards shall be developed and approved by tenured faculty in consultation with the tenure-track faculty" within the department and shall be subject to review and approval by the chair of the department, the dean of the college in which the tenure unit is located, and the provost.

Section 4.02b of the policy (APS 980204) states "...initial review shall make use of FES records for the five (5) most recent years." Accordingly, the tenured faculty in consultation with the tenure-track faculty of the Department of Economics and International Business developed the following departmental standards based on FES scores and AACSB qualification criteria.

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

1. An average score of not less than 3.00 in FES 1 and FES 2 combined for the five-year evaluation period

AND

2. An average score of not less than 2.00 in FES 4 for the five-year evaluation period

AND

3. The faculty member must meet COBA's standards for faculty qualifications related to AACSB accreditation at the time of evaluation. 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."

Example

Year	FES 1	FES 2	FES 1 + FES2	
			Average	FES 4
1	3.70	4.00	3.85	4.50
2	4.50	4.20	4.35	3.88
3	4.10	3.60	3.85	4.37
4	4.30	3.50	3.90	4.36
5	4.60	4.10	4.35	3.42
Five Year Average			4.06	4.11
Minimum Standard			3.00	2.00