



Sam Houston State University

COLLEGE OF BUSINESS ADMINISTRATION

DEPARTMENT OF FINANCE AND BANKING

Performance Evaluation of Tenured Faculty (Post-Tenure Review) Standards

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College of Business Administration Department of Finance and Banking Post-Tenure Review Standards

Academic Policy Statement (APS) 980204 (May 2022), "Performance Evaluation of Tenured Faculty" is the university policy that guides the Performance Evaluation of Tenured Faculty (PETF) at Sam Houston State University (SHSU). The SHSU Department of Finance and Banking 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 Finance and Banking 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. During the Fall 2025 semester, the tenured faculty, in consultation with the tenure-track faculty of the Department of Finance and Banking, revised departmental standards for post-tenure review.

Section 2.04 of the policy (980204) states "If a substantive change has occurred in the evaluation standards during the period to be covered by a faculty member's comprehensive, periodic performance evaluation, the standards which were in place when the faculty member's review period began shall be applied." The faculty member undergoing post-tenure review is responsible for identifying any substantive changes in the evaluation standards and notifying the chair of the Department Promotion and Tenure Advisory Committee (DPTAC) of the appropriate standards to be applied.

Section 4.02b of the policy (980204) states "...initial review shall make use of Faculty Evaluation System (FES) records for the five (5) most recent years." The faculty member undergoing post-tenure review is also encouraged to submit a narrative demonstrating how they have remained active contributors in teaching, research, and service to academic department, the university, and/or the wider community.

Unique to the College of Business Administration (COBA)

COBA is accredited by the Association to Advance Collegiate Schools of Business (AACSB, International). As part of its review process, AACSB evaluates the faculty qualifications of the college's faculty. COBA defines the criteria for various levels of faculty qualifications and outlines these requirements in the *Guidelines for COBA Faculty Qualifications Sufficiency and Research* document.

In the Department of Finance and Banking, 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" category. Faculty with significant administrative duties may instead be allowed to meet the standards for the "Practice Academic" category in accordance with the college's faculty qualification criteria and approval of the Dean. In no instance should a doctoral qualified faculty member be listed as "Additional Faculty."

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

1. An average for the previous five years' FES 1 (Chair's Evaluation of Teaching Effectiveness) and FES 2 (Student Evaluations) annual average scores of not less than 3.00
AND
2. An average of the previous five years' FES 4 (Service) scores of not less than 3.00
AND
3. Have met the college's AACSB inspired definition of "Scholarly Academic" or "Practice Academic" for the previous reaccreditation period.
AND
4. Have been evaluated by the other tenured members of the department to be making significant contributions in teaching, service, and/or service. This process emphasizes both the responsibility of the faculty member in describing their accomplishments and the role of the tenured members in reviewing their overall contributions.

Calculations (EXAMPLE):

Year	FES 1	FES 2	FES 1 + FES 2 Average	FES 4
1	3.7	4.0	3.85	4.50
2	4.5	4.2	4.35	3.88
3	4.1	3.6	3.85	4.37
4	4.3	3.5	3.90	4.36
5	4.6	4.1	4.35	3.42
	Five Year	Average	4.06	4.11
	Minimum	Standard	3.00	3.00