



Management and Marketing

College of Business Administration Department of Management and Marketing Post-Tenure Review Standards

Prepared by the Tenured and Tenure-track Faculty of the
Department of Management and Marketing
Fall 2025

Approved by:

cmc069

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cmc069
Date: 2025.09.29
10:19:11 -05'00'

Date: _____

Christopher Cassidy, PhD
Associate Professor

Chair, Post-Tenure Review Standards Review Committee

Irfan Ahmed

Digitally signed by Irfan
Ahmed
Date: 2025.09.29
10:37:52 -05'00'

Date: _____

Irfan Ahmed, PhD
Associate Professor
Department Chair

**Sharmistha
Self**

Digitally signed by
Sharmistha Self
Date: 2025.09.30
11:49:49 -05'00'

Date: _____

Shar Self, PhD
Dean

College of Business Administration



Department of Management and Marketing College of Business Administration Post-Tenure Review Standards Developed Fall 2025

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 Management, Marketing, and Information Systems 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 Management and Marketing 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 2024 semester, the tenured faculty in consultation with the tenure-track faculty of the Department of Management and Marketing met and developed the departmental standards for post-tenure review.

These standards are based on both minimum FES scores and AACSB requirements.

Faculty will achieve each of the FES performance standards listed below:

1. A rolling average of the previous five years’ FES 1 scores of not less than 3.00.
2. A rolling average of the previous five years’ FES 2 scores of not less than 3.80.
3. A rolling average of the previous five years’ FES 3 scores of not less than 3.00.
4. A rolling average of the previous five years’ FES 4 scores of not less than 3.00.

AND

Faculty will meet the COBA’s defined AACSB Minimum Performance Standards for their assigned category, either the Scholarly Academic (SA) or Practice Academic (PA), as listed below:

SA - Six Academic Engagement Activities, including at least two publications in peer-reviewed journals, in the last six years. 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.

OR

PA - Six Academic or Professional Engagement Activities in the last six years. 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, they need to meet at least 50% of PA Maintenance standards. Attending conferences/workshops related to accreditation counts as engagement activities.