



TENURE UNIT STANDARD ROUTING SHEET

In support of the following academic policy statements, tenure unit performance standards will be maintained and made publicly available by the Office of the Provost's Faculty Records Team. Per policy, each of these sets of standards will be reviewed every five (5) years, submitted to the Office of the Provost using this routing form for all signatures.

- APS [900417](#), Faculty Reappointment, Tenure, and Promotion of Tenured and Tenure-Track Faculty
- APS [980204](#), Performance Evaluation of Tenured Faculty (Post-Tenure Review)
- APS [820317](#), The Faculty Evaluation System of Tenured and Tenure-Track Faculty

Please note the following:

- Use a separate routing sheet for each set of tenure unit standards.
- Submit files in portable document format (PDF) only.
- Ensure the set of standards being submitted ***have been approved*** by the tenure unit ***and*** college dean.

Tenure Unit: Economics and International Business

College/Unit:

- | | | | | |
|--|-------------------------------|-------------------------------|--------------------------------|------------------------------|
| <input type="checkbox"/> CAM | <input type="checkbox"/> COCJ | <input type="checkbox"/> CHSS | <input type="checkbox"/> COM | <input type="checkbox"/> NGL |
| <input checked="" type="checkbox"/> COBA | <input type="checkbox"/> COE | <input type="checkbox"/> COHS | <input type="checkbox"/> COSET | |

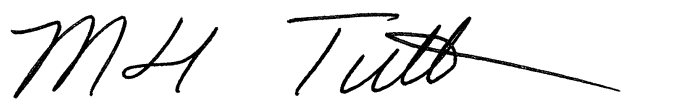
Standard:

- Promotion and Tenure Post-Tenure Review Faculty Evaluation System (FES)

Contact:

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Approved By:


 Department Chair


 Sharmistha Self (Nov 18, 2022 08:52 CST)
 College Dean

Provost & Sr. VP for Academic Affairs



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

Fall 2022

Approved by:

Hiranya K. Nath

Hiranya K. Nath, Ph.D.
DPTAC Chair

Mark Tuttle

Mark Tuttle, Ph.D.
Department Chair

Shar Self

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Dean, College of Business Administration



**Department of Economics and International Business
College of Business Administration**

Post-Tenure Review Standards

Academic Policy Statement (APS) 980204 (Revised May 4, 2022) establishes the guiding principles and process for Performance Evaluation of Tenured Faculty (PEFT) 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.



**Department of Economics and International Business
College of Business Administration**

Post-Tenure Review Standards

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

1. An average score of not less than 2.00 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 3 for the five-year evaluation period

AND

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

AND

4. 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

<u>Year</u>	<u>FES 1</u>	<u>FES 2</u>	<u>FES 1 + FES 2 Average</u>	<u>FES 3</u>	<u>FES 4</u>
1	3.7	4	3.85	2.00	4.50
2	4.5	4.2	4.35	2.50	3.88
3	4.1	3.6	3.85	3.00	4.37
4	4.3	3.5	3.9	3.00	4.36
5	4.6	4.1	4.35	3.50	3.42
	Five Year	Average	4.06	2.80	4.11
	Minimum	Standard	2.00	2.00	2.00