



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: Political Science

College/Unit:

- | | | | | |
|-------------------------------|-------------------------------|--|--------------------------------|------------------------------|
| <input type="checkbox"/> CAM | <input type="checkbox"/> COCJ | <input checked="" type="checkbox"/> CHSS | <input type="checkbox"/> COM | <input type="checkbox"/> NGL |
| <input 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:


Jason Enia (Nov 28, 2022 14:47 CST)
 Department Chair


Leif French (Nov 28, 2022 15:26 CST)
 College Dean

Provost & Sr. VP for Academic Affairs

PERFORMANCE EVALUATION OF TENURED FACULTY (PETF)

DEPARTMENT OF POLITICAL SCIENCE

**College of Humanities and Social Sciences
Sam Houston State University**

(Revised and Passed November 2022)

Pursuant to Academic Policy 980204, each tenured faculty member will undergo a performance evaluation every five years with the “goal to improve faculty performance without infringing upon academic freedom.” Tenured faculty in the Department of Political Science are expected to maintain a sustained pattern of professional competence and effectiveness in the areas of teaching, research, and service as outlined in the department’s promotion and tenure policy.

Each year, each faculty member’s performance will be evaluated by the Personnel Committee of the Political Science Department as part of the Faculty Evaluation System (FES) process (see Academic Policy Statement 820317 and “FES Policies and Procedures – Department of Political Science.”) In conducting the PETF, the Department Promotion and Tenure Advisory Committee (DPTAC) will utilize annual Personnel Committee recommendations as a measure of faculty competence and effectiveness across the three areas – teaching, research, and service.

The DPTAC will examine Personnel Committee recommendations and the IDEA Summary Scores for the previous five years and vote on whether the faculty member meets or exceeds the *accepted minimum standards* of the department. Consistent with the language and rubrics in the “FES Policies and Procedures – Department of Political Science” and “Promotion and Tenure Policies, Procedures, and Performance Guidelines – Department of Political Science,” the department defines *accepted minimum standards* as a five-year average of Personnel Committee scores consistent with the minimum annual standards set in each category of the department’s FES guidelines.

The appendix provides the department’s PETF ballot.

If the outcome of the DPTAC PETF vote indicates the faculty member has not met the accepted minimum standards, the faculty member shall be required to undertake a Plan for Assisted Faculty Development (PAFD) as described in Academic Policy No. 980204.

Appendix

**PERFORMANCE EVALUATION OF TENURED FACULTY
(POST TENURE REVIEW)**

[Name]

[Date]

Please vote on whether the faculty member meets or exceeds the accepted minimum standards of the department, thus certifying that he or she has satisfied the periodic Performance Evaluation of Tenured Faculty (per Academic Policy Statement 980204)

The faculty member:

_____ DOES meet or exceed the accepted minimum standard of the department.

_____ Does NOT meet or exceed the accepted minimum standard of the department.