



Sam Houston State University

COLLEGE OF BUSINESS ADMINISTRATION

DEPARTMENT OF FINANCE AND BANKING

Performance Evaluation of Tenured Faculty

(Post-Tenure Review) Standards

Effective 1/1/2024



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

Academic Policy Statement (APS) 980204 (August 2023), "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 Finance and Banking uses *APS 980204* to guide the Department in the 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.

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." During the Fall 2022 semester, the tenured faculty in consultation with the tenure-track faculty of the Department of Finance and Banking met and developed the departmental standards for post-tenure review. These standards are based on FES scores and are provided on the following page.

Unique to the College of Business Administration (COBA)

COBA is accredited by the Association to Advance Collegiate Schools of Business (AACSB, International). One of the categories reviewed by AACSB is the faculty qualifications of the college's faculty. COBA determines the requirements for the various status levels of faculty qualifications. 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 of the previous five years' FES 1 (Chair's Evaluation of Teaching Effectiveness) and FES 2 (Student Evaluations) annual average scores of not less than 2.00
AND
2. An average of the previous five years' FES 4 (Service) scores of not less than 2.00.
AND
3. Have met the college's AACSB inspired definition of "Scholarly Academic" or "Practice Academic" for the previous reaccreditation period **AND**, in the opinion of the tenured faculty, be making sufficient progress towards meeting those definitions for the current reaccreditation period.

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	2.00	2.00