



Richard Eglsaer

Sam Houston State University

MEMBER THE TEXAS STATE UNIVERSITY SYSTEM

OFFICE OF THE PROVOST AND VICE PRESIDENT FOR ACADEMIC AFFAIRS

Dear Faculty:

As a part of our SACSCOC accreditation, Sam Houston State University has made a commitment to continuous improvement. One part of that commitment is reflected in our regular review of current policies as a vital part of an ongoing planning and evaluation process. To that end, we are currently reviewing four academic policies related to faculty evaluation. Many of these policies have not been reviewed in a decade or more:

- APS 820317: The Faculty Evaluation System (last reviewed in 2009)
- APS 980204: Performance Evaluation of Tenured Faculty (last reviewed in 2010)
- APS 800722: Merit Advances in Salary (last reviewed in 2010)
- APS 900417: Faculty Reappointment, Tenure, and Promotion (last reviewed in 2013)

In 2019, I appointed a Summer Policy Review Committee to examine each policy and provide suggested revisions. The goal of the current review process is to ensure that we have a group of policies that collectively provide for a robust evaluation process focused on the professional development of faculty.

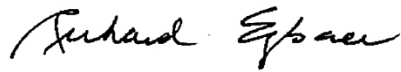
Summer Policy Review Committee members included broad representation from across campus: Michael Hanson, Lee Miller, Mary Petrón, Valencia Browning-Keen, Bobby LaRue, William Wells, Jacob Blevins, Craig Henderson, Juliana Lilly, Edward Morin, Darren Williams, Phillip Lyons, Stacey Edmonson, and Christopher Maynard.

The Summer Policy Review Committee has developed an initial draft of each policy. The Faculty Senate will be meeting to review the drafts with the Summer Policy Review Committee on January 23. Additionally, Academic Affairs will be hosting town hall meetings throughout the spring

semester. Your participation and input is an essential part of this review, and I invite you to review the policy drafts as linked above.

Once you have reviewed the policies, please share your thoughts with your faculty senators and plan to participate in one of the upcoming town hall meetings. Dates and times for those town hall meetings will be distributed soon after the initial meeting with the Faculty Senate. This will be a transparent process that seeks input from faculty from across all colleges and ranks. With your help, we will continue to have a fair and equitable process that encourages and rewards faculty over the span of their career.

Thank you for all that you do for our students and this university.



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This email is being sent to faculty with the approval of the Office of the Provost.