



Michael T. Stephenson

Dear colleagues,

Following the timeline from my [Nov. 29 email](#), I am pleased to share drafts of the four revised academic policies for your review. I've included two versions of each draft below: one with the "Track Changes" feature turned on to show how the working group edited the current policy into the proposed draft, as well as a clean draft of the proposed updated policy without markups.

In addition to the policy drafts, the academic policy review work group has provided a [supplementary document](#) that outlines four broad goals that led their efforts based on earlier faculty feedback, as well as the substantive changes made to each policy.

**APS 900417 Faculty Reappointment, Tenure, and Promotion**

[Draft with Track Changes](#)

[Clean Draft](#)

**APS 800722 Merit Advances in Salary**

[Draft with Track Changes](#)

[Clean Draft](#)

**APS 820317 The Faculty Evaluation System**

[Draft with Track Changes](#)

[Clean Draft](#)

**APS 980204 Performance Evaluation of Tenured Faculty**

[Draft with Track Changes](#)

[Clean Draft](#)

[Supplementary Document](#)

For your reference, you can view [current academic policies here](#) including the four under review.

**Opportunity for Feedback**

The review period for the four draft policies is from now until March 11. During this time, the drafts will be reviewed collectively by the Council of Academic Deans, the Council of Chairs, and Faculty Senate.

Additionally, the work group will hold the following four open forums to hear comments from faculty on the draft policies:

Tuesday, March 8 from 8-9 a.m.

Tuesday, March 8 from 3:30-4:30 p.m.

Wednesday, March 9 from 8-9 a.m.

Wednesday, March 9 from 3-4 p.m.

The forums will be held in LSC 241. Additionally, all forums will be streamed on Blackboard.

All written comments should be sent directly to [provost@shsu.edu](mailto:provost@shsu.edu).

*All faculty comments will be submitted back to the academic policy review work group by 5 p.m. on Friday, March 11.*

**Next Steps**

Between March 11 and April 3, the academic review policy work group will convene to review feedback and determine what, if any, changes are necessary. The final drafts are due to me by April 4, at which point I will initiate the standard process for policy review. The process will be completed by May 4, the last day of the spring semester classes.

**Acknowledgements**

I am incredibly thankful to the hard-working, diligent, and thoughtful work group: Chad Hargrave (convener), Jennifer J. Didier, Nancy Baker, Aaron Brown, Kenneth B. McIntyre, Sarah Kerrigan, and John B. Pascarella. This was not an easy task. I am indebted to them for their service and dedication to this process. The university will be in a much better position upon completion of these policies.

This is an incredibly busy time, but I do hope you can find time to share your thoughts during the review period from now until March 11. We are better when we work together to chart a path forward for the institution.

With all best wishes,

Michael T. Stephenson  
Provost and Senior Vice President for Academic Affairs

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