

SHSU DEPARTMENT OF POLITICAL SCIENCE
PERFORMANCE EVALUATION OF TENURED FACULTY (PETF)

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” within each academic unit. Tenured faculty in the Department of Political Science are expected to maintain an acceptable level of teaching, research, and service as outlined in the department’s promotion and tenure policy.

As the Faculty Evaluation System is already a mechanism in place for faculty evaluation, the Political Science Department will utilize that instrument to evaluate tenured faculty in the areas of teaching, scholarly activity, and service.

Teaching:

Every faculty member is expected to be evaluated in each course taught and meet an acceptable minimum standard for teaching. Over the course of the five-year period, faculty members are expected to have an acceptable teaching score based upon Chair’s Ratings, peer evaluations (if available), and the IDEA evaluations from students reported on the FES. Faculty consistently scoring in the top 30% (i.e., above the gray bar) on the IDEA evaluation will be deemed to have exceeded minimum requirements in the area of teaching. Faculty generally scoring in the top 30% (i.e., above the gray bar), but occasionally in the next 40% (i.e., in the gray bar) will be rated as satisfying the acceptable requirements in the area of teaching. Strong peer and/or Chair evaluations of teaching may marginally improve this rating.

If a faculty member falls below an acceptable rating on the annual overall evaluation of teaching for two consecutive years when the chair’s rating and the student ratings are averaged together, then that faculty member shall be required to undertake a Plan for Assisted Faculty Development (PAFD) as described in Academic Policy No. 980204.

Scholarly Activity:

It is expected that over the five-year period of evaluation, the faculty member will remain engaged in their respective field of research as demonstrated by any of the following:

- A record of consistent and sustained high quality publication of manuscripts or articles in respected peer-reviewed professional journals or publication of book chapters or books by respected professional presses. The candidate should aim toward publishing in the high quality journals in his/her discipline or subfield of study. Peer-reviewed articles appearing in the leading publications in political science and public administration will carry greater weight.
- A sustained record of presentation of scholarly papers or works at external professional forums, such as national or regional conferences

- Positive evaluations by outside reviewers of competitive scholarly achievements commensurate with the rank of Associate Professor and of an emerging reputation for professional excellence and accomplishment in the field.
- Securing externally funded support of scholarly activities if applicable to the discipline or sub-specialty.

If a faculty member fails to meet this standard for scholarly and/or creative accomplishments, then that faculty member shall be required to undertake a Plan for Assisted Faculty Development (PAFD) as described in Academic Policy No. 980204.

Service:

It is expected that tenured faculty members will engage in service activities as outlined in the departmental promotion and tenure document. As such, faculty members should serve on committees at the Department, College, and/or University levels and/or be involved in activities that further the University's, College's and/or Department's mission and goals. Evidence of appropriate service includes:

- Leadership in departmental, college, and university service activities and programs.
- Sustained record of exceptional service on committees and programs at the department, college, and university levels.
- Mentoring junior faculty in teaching, research, and grant writing.
- Active role in developing department, college, and university programs and policies.

If a faculty member fails to meet this standard for service, then that faculty member shall be required to undertake a Plan for Assisted Faculty Development (PAFD) as described in Academic Policy No. 980204.