

Faculty Mission:

The Department of Biological Sciences is dedicated to ensuring that its members are among the most effective teachers and scholarly researchers of the Sam Houston State University faculty. Our *Specific Standards of Performance for Tenure and Promotion Policy* (outlined below) will ensure excellent teaching and highly-visible and sustained scholarly activity by its successful faculty throughout their professional academic careers at Sam Houston State University. These performance standards will be met by all faculty to ensure that the Department of Biological Sciences is of the highest quality departments at Sam Houston State University.

General Provisions

Candidates must possess a Ph.D. in the biological sciences and must have served at least five years as an Assistant Professor including the year when the promotion/tenure decision will be considered at the University level. Candidates must demonstrate a sense of consistency and growth in their teaching and scholarly activities, clear and convincing evidence of emerging stature as regional or national authorities, a spirit of collegiality and cooperation within the department, and must provide evidence that they have developed a research program that is sustainable for the next 15-20 years.

The Department Promotion and Tenure Advisory Committee (DPTAC) is an advisory body composed of all tenured faculty members in the Department of Biological Sciences. The DPTAC is charged with conducting annual reviews of probationary faculty and providing written feedback to the departmental chair. The chair then meets with probationary faculty for discussions regarding progress toward tenure. In addition to the annual reviews, the DPTAC conducts an extensive review during the spring semester of the faculty member's third academic year. This review includes a preview vote regarding the probationer's progress toward tenure.

In concordance with university policy, faculty applicants for tenure and promotion are evaluated based on accomplishments in each of the four categories of performance, but greater weight shall be given to teaching and scholarly activities than to service or collegiality. Successful performance in any or all of such categories does not guarantee or entitle the applicant to tenure and/or promotion (Academic Policy Statement 900417).

Minimal Requirements to be met for Consideration of the Award of Tenure

1. Teaching

- Must score consistently at or above the departmental average using the current university teaching evaluation system (IDEA System).
 - Probationary faculty who demonstrate below average or ineffective teaching over three consecutive semesters are encouraged to request departmental evaluation of their teaching.
 - Ineffective teaching, especially in cases where no effort at improvement is evident, is sufficient grounds for a motion of non-reappointment during the department's yearly evaluation of probationary faculty.
- Development and incorporation of new materials and technology where appropriate.
- Evidence of student involvement (e.g., advising, mentorship, student organizations, Academic Community Engagement (ACE) and other student activities).

- Active participation in curriculum planning and development

2. Research and Scholarly Activity

- During the probationary period, must have at least four scholarly articles of original research accepted for publication in externally refereed journals; two of which must have SHSU as the institutional byline indicating work initiated at the university.
- Must actively seek outside funding for their research program and are required to secure at least one source of funding other than departmental support.
- Must present an average of one oral or poster presentation per year at a regional or national conference.
- Memberships in appropriate regional and national professional societies are required.
- Must participate in the departmental graduate program (serving as a major advisor, serving on thesis committees, and/or teaching graduate level courses).
- Successful probationary faculty members are expected to be among the highest producers of scholarly achievement in the Department of Biological Sciences.

3. Professional Development and Professional Service:

- Attendance at or participation in professional conferences, colloquia, seminars, workshops, exhibitions, or short courses is expected.
- Professional service is encouraged—this could take many forms such as elected/appointed positions in professional societies, serving as a reviewer for journals
- Demonstrate a willingness to serve on committees when asked
- An increasing record of (uncompensated) service to the university, profession, or community is expected.

4. Collegiality and Professionalism—probationary faculty are expected to

- Support collaborative decisions of the department, college and university
- Promote the welfare of the program
- Consistently operate within the established chain of authority
- Abide by departmental, college, and university rules and regulations
- Work positively and collaboratively within the department, college and university
- Effectively and responsibly represent faculty on committees
- Effectively interact with other departmental faculty