



TENURE UNIT STANDARD ROUTING SHEET

In support of the following academic policy statements, tenure unit performance standards will be maintained and made publicly available by the Office of the Provost's Faculty Records Team. Per policy, each of these sets of standards will be reviewed every five (5) years, submitted to the Office of the Provost using this routing form for all signatures.

- APS [900417](#), Faculty Reappointment, Tenure, and Promotion of Tenured and Tenure-Track Faculty
- APS [980204](#), Performance Evaluation of Tenured Faculty (Post-Tenure Review)
- APS [820317](#), The Faculty Evaluation System of Tenured and Tenure-Track Faculty

Please note the following:

- Use a separate routing sheet for each set of tenure unit standards.
- Submit files in portable document format (PDF) only.
- Ensure the set of standards being submitted ***have been approved*** by the tenure unit ***and*** college dean.

Tenure Unit: Dance

College/Unit:

- | | | | | |
|---|-------------------------------|-------------------------------|--------------------------------|------------------------------|
| <input checked="" type="checkbox"/> CAM | <input type="checkbox"/> COCJ | <input type="checkbox"/> CHSS | <input type="checkbox"/> COM | <input type="checkbox"/> NGL |
| <input type="checkbox"/> COBA | <input type="checkbox"/> COE | <input type="checkbox"/> COHS | <input type="checkbox"/> COSET | |

Standard:

- Promotion and Tenure
 Post-Tenure Review
 Faculty Evaluation System (FES)

Contact:

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Approved By:

Jennifer Pontius Digitally signed by Jennifer Pontius
Date: 2022.12.16 10:28:50 -06'00'

Department Chair

Ronald E. Shields
Ronald E. Shields (Dec 16, 2022 13:10 CST)

College Dean

Provost & Sr. VP for Academic Affairs

Department of Dance

Performance Evaluation of Tenured Faculty (PETF)

Post Tenure Review, Standards and Process

Revised November 21, 2022

The Department of Dance aligns its policies for performance evaluation of tenured faculty with Academic Policy 980204. All tenured faculty member will undergo a performance evaluation every five (5) years, with the “goal to improve faculty performance without infringing upon academic freedom.” Also referred to as post-tenure review, the PETF serves to ensure that faculty sustain excellence in the areas of teaching, research and service throughout their academic careers. The PETF is not a re-tenure process. Standards for teaching, research, and service specific to Dance are detailed in the Department of Dance’s *Tenure and Promotion Standards* document. As detailed in that document, faculty are expected to have consistently maintained: a minimum average 3.2 score in teaching evaluation, with continued record of chairing and serving on thesis committees; at least 2 substantial and documented research activities each year; and a consistent, robust record of service to the department, college, university, profession and community. Leadership positions and activities in one or more of these areas should be evident.

Faculty scheduled for post-tenure review will be notified by the Chair in writing by October 1. Those faculty will submit their full FES records for the five (5) most recent years. Accompanying narratives should summarize and contextualize the trajectory of the faculty’s teaching, research, and service activities over the review period. A current curriculum vitae is included in the portfolio. The faculty member is responsible for uploading all documents into the online management system in place at that time.

The DPTAC will conduct the post-tenure review. The committee will prepare and submit a report detailing their professional assessment of the faculty member’s performance in the areas of teaching, research, and service. This comprehensive performance evaluation will identify and commend accomplishments, address potential shortfalls, and provide suggestions to promote future excellence. The DPTAC chair will call for a vote by anonymous ballot. A majority vote of approval determines that the faculty member meets or exceeds the established criteria. The DPTAC chair notifies the faculty member in writing that they have satisfied the review and no further action will be required. The Chair, Dean, and Provost will receive a copy of the DPTAC document.

If the majority of DPTAC members find the faculty member has not met the PETF performance standards, a Plan for Assisted Faculty Development will be undertaken. Department of Dance follows the provisions specified in Academic Policy 98024 5.01-7.

