



Lamar University Performance Evaluation of Tenured Faculty Department of Chemistry and Biochemistry

In accordance with the manual of administrative policies and procedures MAPP 02.02.37 (Performance Evaluation of Tenured Faculty), the Department of Chemistry and Biochemistry faculty members and Chair have established post-tenure review performance standards that specify the expectations of tenured faculty members in the areas of teaching, research, and service. This document includes those parameters which constitute appropriate minimum performance standards for all tenured faculty and align with the department tenure and promotion criteria as well as annual faculty evaluation performance metrics.

According to Texas Education Code 51.942.c3.2, “the comprehensive performance evaluation be based on the professional responsibilities of the faculty member, in teaching, research, service, patient care, and administration...”. In addition, these responsibilities are placed within the context of the annual nine-month faculty contract defined as a full-time equivalent (FTE) of 1.0 distributed over commitments in teaching, research, and services as allocated to each individual faculty by the Chair, Dean, and Academic Affairs.

Minimum Performance Standards:

The department views the following items as indicators of satisfactory performance in each area of teaching, research and service for the evaluation of tenured faculty. In consideration of the asymmetry of workload by the faculty, satisfactory performance is demonstrated by the **documentation of at least 12/20 of the items listed below.**

Effectiveness as a teacher

- Success in delivering prepared lectures or laboratory materials, including but not limited to consistently meeting classes in assigned courses*.
- To post acceptable syllabi for each course*.
- To prepare, administer, and evaluate exams respecting the course syllabus*.
- Grade distributions and drop rates which do not radically depart from departmental averages for the courses involved*.
- Student evaluations are comparable to departmental averages*.

- Maintain Graduate Faculty Membership enabling teaching/mentoring of graduate students.
- Perform additional teaching-related activities/assignments, such as the successful development of teaching methods, honors contracts, or mentoring McNair students, Beck Fellows, and/or other special student populations.

*Denotes annual expectation.

Effectiveness as a researcher

- Submission as author of one peer-reviewed journal article every three years.
- Submission as PI or co-PI of one grant and/or contract proposal every three years.
- Presentation of research material to at least one professional organization every three years.
- Mentoring undergraduate students in research activities.
- Chairing the thesis committee of graduate students.
- Participation in short courses, mini-conferences, or symposia in chemistry or applied chemistry.

Effectiveness in service

- Participation in departmental committees and assignments.
- Participation in university and/or college committees.
- Participation in university related activities, organizations, and outside committees.
- Participation in other services external to the university but of relevance to the profession.
- Participation in administrative duties such as the academic advisement of students, and program development.
- Sponsorship/participation in student organizations.
- Participation in thesis and/or non-thesis committees.

A faculty member is correct in assuming that a given item has been designated as “departmentally acceptable” if that item or set of items was not addressed as unacceptable during the academic year following the semester in which it was employed.