



Lamar University Academic Statement Performance Post Tenure Review
Department of Counseling

Revised 5-31-25

1. STANDARDS FOR POST TENURE REVIEW OF FACULTY

- 1.01 Post Tenure Review (PTR) Standards are based on the departmental standards for Promotion and Tenure. These standards shall be in keeping with the mission of the University, the mission and goals of the college, and the mission and goals of the unit. They are to be based on, but need not be limited to, the professional responsibilities of the faculty member in teaching, scholarly research and artistic creativity, and service in accordance with the F2.08 which aligns with the Promotion and Tenure Guidelines established for the department/college.
- 1.02 The standards shall take cognizance of the need to allow for legitimate **variation** in the development of a faculty member's career. A copy of these standards shall be forwarded for review and approval to the chair of the department (or administrative equivalent), and the dean of the college (or administrative equivalent) in which the tenure unit (TU) is located, reviewed and approved by the tenured faculty. If the dean concurs, then the statement of standards shall be sent to the Provost and Senior Vice President for Academic Affairs for review and approval. In this process of approval, the advice and comments of the tenured faculty shall be given the utmost consideration.
- 1.03 The below standards shall be subject to periodic review (by the tenured faculty in the tenure unit (TU) and the P&T committee) at least **every three (3) years**, unless requested earlier by the chair, dean, and TU for specific reasons that are documented. A report of the review, including recommendations for modifications, is subject to review and approval by the dean and the Provost.
- 1.04 The standards shall be available to all faculty members in the department.
- 1.05 If a substantive change has occurred in the evaluation standards during the period to be covered by a faculty member's comprehensive, periodic performance evaluation, the standards which were in place when the faculty member's review period began shall be applied.

General Criteria

The PTR shall make use of the F2.08 records for the five (5) most recent years. In addition to the F2.08 documents, the faculty member under review may provide a CV and narratives that provide context to the F2.08 documents and discuss accomplishments in teaching, creative and scholarly activities, and service.

Standards in Teaching: Tenured faculty will provide evidence demonstrating they have met or making adequate progress in meeting the following expectations for quality teaching:

- Scores at least equal to the average of the university in the area of teaching.
- Use of current research and practices in courses as appropriate.
- Participation in curriculum development and course revisions.
- Fulfilling instructional and advising responsibilities (such as responding to students' questions and emails in a timely manner, etc.).
- Providing instruction that demonstrates best practices and currency in the field.
- Contributing to the curriculum and instructional focus of the department (such as course design, course lead, etc.).
- Demonstrating quality teaching through documentation of teaching effectiveness in course evaluations.
- Evidence of improved student outcomes, if desired.
- Providing supervision during practicum or internship courses.
- Creative teaching endeavors.
- Other

Standards in Research: Tenured faculty will provide evidence demonstrating they have met the following expectations with respect to scholarship. Activities/materials, which demonstrate evidence of scholarship:

- Three peer reviewed/refereed journal publications
 - One of which should be first author
 - One of which should be original research

Evidence should also include a minimum of two items of the following per year:

- Peer reviewer or editorial board member for national/international journals.
- Refereed/invited scholarly presentations at regional, state, national, or international level.
- Internationally/Externally funded research.
- Funded contracts.
- Books, Monographs, Book chapters.
- Accreditation report lead author/team member.
- Guiding undergraduate or graduate student research, thesis, and/or dissertations.
- Editorship of refereed journals or publications.
- Invited or refereed book and/or manuscript reviews.
- Undergraduate or graduate student involvement in conferences.

- Submitting a grant proposal.
- Receiving research award.
- Reviewing conference or workshop proposals.
- International involvement in study abroad.
- Scholarly creative endeavors.
- Other

Standards in Service: Tenured faculty will provide evidence demonstrating they have met standards of a service-oriented mindset through being present at expected meetings, volunteering to work on program and department initiatives, and engaging in service to the department, college, university, and professional community. Evidence should include at least three of the following expectations per year:

- Active attendance and involvement in program, department, and/or university committee assignments.
- Demonstrating ways of adhering to the mission and purposes of the department, college, and university promoting and maintaining a collegial environment.
- Membership on committees at the department, college, university, or professional levels.
- Leadership of committees at the department, college, university, or professional levels.
- Serving as a thesis/dissertation committee member.
- Serving as an undergraduate research committee member.
- Mentoring faculty at the department, college, university, or professional levels.
- Serving as program/field experience coordinator.
- Coordination of conferences or workshops.
- Attendance or participation in convocation, commencement, or other university functions.
- Other