



## **DEPARTMENT OF EARTH AND SPACE SCIENCES**

### **Lamar University Post-Tenure Review Standards**

In addition to the basic criteria for post-tenure review assessment outlined in the Lamar University MAPP 02.02.37, the following expectations are standards against which post-tenure reviews of Department of Earth and Space Sciences personnel will be made:

#### **Criteria:**

Every tenured faculty member shall undergo a post-tenure review every fifth year after having earned tenure or completed a previous post tenure review, unless the faculty member is tolling the post-tenure review clock due to various circumstances outlined in the post-tenure review MAPP 02.02.37. As part of this review process, the following three areas will be considered.

1. **Demonstrated proficiency in teaching.**
  - a. A tenured faculty member must demonstrate a continued record of excellent teaching performance based on course evaluations, written statements, or letters of support from students, and/or favorable recommendations from the Chair. Student evaluations must average above 3.0.
  - b. Consideration should also be given to extra assignments such as teaching overloads, preparation for field trips and field courses such as Summer Field Camp and Field Geology of Texas which take effort beyond the normal teaching duties.
  - c. Teaching awards or participation in an activity and training sponsored by organizations such as the Center for Teaching and Learning Enhancement that are designed to improve the faculty members' teaching abilities and encourage best practices. Teaching awards should be considered especially meritorious but are not required.
  - d. Development of new courses or revision of existing courses.

e. Other student-related activities.

- i. Effective participation in mentoring, retention, and recruitment activities.
- ii. Evidence of high-quality academic advising.
- iii. Evidence of academic involvement with students outside of the classroom setting.
- iv. Sponsorship or mentorship of student organizations, with emphasis on academic groups.

2. Demonstrated proficiency in research or creative activities.

a. Scholarly production may be recognized in the following order of importance. NOTE: A total of 10 pts or more are expected and must include at least one peer-reviewed publication other than an abstract.

- i. Peer-reviewed publication of a manuscript in a refereed national or international journal. (5 pts or 6 pts if first author)
- ii. Peer-reviewed publication of a manuscript in a refereed regional journal or edited volume. (4 pts or 5 pts if first author)
- iii. Peer-reviewed publication of monograph or field trip guide by a reputable press. (3 pts or 4 pts if first author)
- iv. Presentation of invited abstract at a meeting of a regional, national or international professional organization. (2.5 pts)
- v. Presentation of submitted abstracts at a meeting of a regional, national or international professional organization. (2 pts)
- vi. Organization and leadership of a geologic field trip for a professional organization. (2 pts)
- vii. Co-author (non-presenter) of an abstract for a professional meeting (1 pt)
- viii. Participation on a discussion panel for a professional organization. (1 pt)
- ix. On-campus or off-campus local presentation. (1 pt)

- x. Documented research in progress with plans for publication. (1 pt)
  - xi. Report resulting from community-oriented research. (1 pt)
  - xii. Book review. (1 pt)
- b. Professional achievement may be recognized in the following order of importance.  
NOTE: A total of 5 pts or more are expected when application is submitted.
- i. Gain external funding for a research project. (5 pts or 6 pts if PI)
  - ii. Gain internal funding for a research project. (4 pts or 5 pts if PI)
  - iii. Submit a proposal for external funding that is not funded. (2 pts or 3 pts if PI)
  - iv. Submit a proposal for internal funding that is not funded. (1 pt or 2 pts if PI)
3. Demonstrated record of service in order of importance. NOTE: tenured faculty are expected to have at least one service duty each year at the departmental level and serve on at least one committee or council from the following units or organizations: college, university, professional organization, public organization.
- a. Service at the departmental level may include the following.
    - i. Departmental committees and other duties requested by the Chair.
    - ii. Student advising.
    - iii. Program or core assessment coordinator.
    - iv. Program or center director.
  - b. Service at the college level.
  - c. Service at the university level.
  - d. Other professional or public service outside of the university.