



## **Post-Tenure Review Process for the College of Fine Arts & Communication**

Tenured faculty in the College of Fine Arts & Communication will undergo a performance evaluation every fifth year to support sustained excellence in teaching, research and/or creative activities, and service while upholding academic freedom. This review process ensures faculty maintain professional standards.

### **Performance Expectations**

Faculty must demonstrate sustained contributions in the following areas:

#### **Teaching**

- Maintain a minimum average score of 3.5 on course evaluations over the span of the review cycle.
- Actively involved in student recital, thesis, graduate exams, etc.
- The average score on F2.08 is above 3.5 in Teaching.

#### **Research and/or Creative Activities**

- Complete an average of one significant, documented research and/or creative activities per year.
- The average score on F2.08 is above 3.5 in Research/Creative Activities.

#### **Service**

- Maintain a consistent and substantial record of service to the department, college, university, profession, and community.
- Leadership roles in one or more of these areas are expected.
- The average score on F2.08 is above 3.5 in Service.

### **Review Process & Submission Requirements**

Faculty scheduled for post-tenure review will receive written notification from the Chair by October 1. Required submissions include:

- All annual evaluations from the five-year period under review.
- A current curriculum vitae.
- The complete F2.08 form for the past five years, which should include all materials related to teaching, research and/or creative activities, and service
- Three one-page narratives, one each regarding teaching, research and/or creative activities, and service, summarizing contributions for the previous five years.

For more information, please see the “Performance Evaluation of Tenured Faculty” policy (MAPP 02.02.37) in the Lamar University Manual of Administrative Policies and Procedures.