LAMAR UNIVERSITY
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Performance Evaluation of Tenured Faculty (Post-tenure Review)
Department of Computer Science

Preface

In accordance with Section 51.942 of the Texas Education Code and LU MAPP 02.02.37 (Performance Evaluation of Tenured Faculty), this document establishes *appropriate minimum standards of performance* for tenured faculty in the Department of Computer Science.

Introduction

The guidelines set forth in this document are for the purposes of Performance Evaluation of Tenured Faculty policy.

These guidelines are designed to determine whether the faculty member being evaluated has met *minimum* standards as a tenured member of the Department of Computer Science.

This evaluation is *not* designed to replace the current, detailed annual evaluation for the purpose of merit, promotion, and tenure consideration for probationary faculty.

Context

Realizing that Academic Freedom and the institution of tenure carry certain responsibilities and duties, and in response to Section 51.942 of the Texas Education Code, the faculty members of the Department of Computer Science define in this document a *minimum* standard of appropriate performance for evaluative purposes.

The major focus of the current annual review is improving faculty performance, but the primary focus of the five-year tenured faculty performance review is to ensure that each tenured faculty in the Department of Computer Science is performing up to an appropriate minimum standard regarding the responsibilities and duties of the institution of tenure.

Tenured Faculty Performance Review

To demonstrate a consistent and persistent capacity to meet appropriate minimum standards of performance, faculty must obtain an average score of 3.0 (out of 5.0), as reported on the F2.08s across the preceding five years, in each of the three performance categories: teaching, research, and service.

If a faculty member fails to meet the above minimum standards of performance in any of the performance categories (teaching, research, and service), the faculty under review may provide activities in teaching, research, and service to indicate appropriate minimum performance over the five-year period leading to the review year.

1. Process

    a. In the review year, submit the Tenured Faculty Performance Review Forms (TFPRFs) to indicate appropriate minimum performance over the five-year period leading to the review year (see attached list of potential activities).

    b. Review by tenured faculty and department chair of faculty member's TFPRFs for the five-year period.

    c. Vote by the tenured faculty on whether the faculty member under review has met the minimum standard of performance and review by department chair.

2. Standard

Minimum standard for faculty members in the Department of Computer Science consists of ten (10) listed activities (at least one activity from each of the following categories: teaching, research, and service.) on the TFPRFs over the five-year period leading to the review. Note that any type of listed activity may be listed in successive years.

The TFPRF should be completed for each of the five years under the Tenured Faculty Performance Review and contains a list of no more than three (3) activities from the list of potential activities attached to the form. If deemed necessary by the faulty member, appropriate activities not appearing on the potential activity list may be included to complete the TFPRF.

The limitation to listing "up to three (3) activities per year" or "at most 15 over five years" is intended to reflect *conformance to minimum standards*. We emphasize that these forms should not be used when evaluating faculty for the purposes of merit or promotion.

Tenured Faculty Performance Review Form (TFPRF)

Department of Computer Science

Lamar University

Name_____

Year_____

The purpose of this form is to annually record activities in which the faculty member participates, and which demonstrates the Department of Computer Science Minimum Standard of performance is met.

Each tenured faculty member is asked to list up to three (3) activities with activity details each year for the Tenured Faculty Performance Review.

Please see the attached non-comprehensive list of activities. The faculty member is free to list activities not included on the attached list if the faculty member believes those activities are appropriate for consideration in determining whether the department's minimum standard of performance is met.

It is not to be considered that the following list of activities is a comprehensive list of all activities involving the faculty member.

1._____

2._____

3._____

Tenured Faculty Performance Review Activity List

The following is the Department of Computer Science approved list of activities from which a tenured faculty member might choose to include in his/her Tenured Faculty Performance Review. The criteria used to develop the list was to choose activities related to teaching effectiveness, non-teaching activities that support institutional and community engagement, and scholarly and professional activities including professional development activities.

It is emphasized that the following list is not all inclusive, and the individual faculty member is free to list any activities which are appropriate for the Tenured Faculty Performance Review. Upon majority approval of the tenured faculty in the Department of Computer Science, other activities may be added to the approved list.

Activity List: [Details should be included for each chosen activity.]

Teaching

1. Deliver effective instruction across a range of course levels, including introductory, advanced undergraduate, and/or graduate offerings, in alignment with departmental needs.
2. Develop new courses, new certificates, or new programs to broaden undergraduate/graduate curriculum.
3. Engage in the development or adoption of innovative teaching methods, enriched course materials, or emerging technologies to enhance student learning experience.
4. Integrate teaching strategies to strengthen student critical thinking and problem-solving skills.
5. Participate in workshops, trainings, or activities for professional or educational growth.

Research

1. Submit and publish scholarly work such as professional conference proceedings, journal articles, book chapters, books, etc.
2. Present scholarly work at local, regional, state, or national conferences, workshops, colloquia, seminars, etc.
3. Develop and submit internal or external grant proposals or engage in activities that may lead to funded research, equipment, or other resources.
4. Supervise and mentor undergraduate/graduate research such as independent study, thesis, dissertation, etc.
5. Supervise and mentor undergraduate/graduate students on professional or educational event/conference presentations at the local, regional, or national level.
6. Engage in professional service activities such as textbook reviews, proposal panels, journal or proceedings editing, article reviews, etc.
7. Support professional or educational events at the local, regional, or national level by serving organizing committees, technical program committees, session chairs, judges, etc.

Service

1. Contribute to departmental development efforts such as class scheduling, program coordination, program assessment, etc.
2. Serve on undergraduate/graduate committees such as thesis, dissertation, etc.
3. Serve on committees at the university, college, or departmental level.
4. Promote Student Engagement or Student Success activities such as student orientation, student advising, student organization faculty advisors, tutoring, workshops, forums, etc.
5. Engage in local, regional, or broader communities through service activities.
6. Engage in student recruitment or community outreach activities such as Cardinal View, K-12 camps, K-12-related activities/events, etc.