



LAMAR UNIVERSITY

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DEPARTMENT OF CRIMINAL JUSTICE POST-TENURE REVIEW GUIDELINES

This policy is to establish the Criminal Justice Department's post-tenure review guidelines. These guidelines are supplementary to the Performance Evaluation of Tenured Faculty MAPP (MAPP 02.02.37) and College of Arts and Sciences policies governing post-tenure review. The Department of Criminal Justice seeks to promote dynamic and well-rounded colleagues who have solid foundations in teaching, research, service, and the mentoring of students. The criteria below are intended to provide benchmarks that candidates for post-tenure review can use to appraise their progress after attaining tenure. These are intended as a set of guidelines only and should be interpreted and applied as such. They are neither intended nor should be construed as a rigid set of rules to be applied without discretionary decision making on the part of any reviewing body making recommendations to the University.

In accordance with MAPP 02.02.37, every tenured faculty member with less than a .5 FTE administrative appointment will undergo a comprehensive performance evaluation every fifth year after receiving tenure. Additionally, tenured faculty members may request a post-tenure review during any year.

1. Standards of Performance

Professionalism

All faculty are expected to adhere to the TSUS Code of Conduct in all areas. Additionally, faculty are expected to adhere to the ethical standards established by their discipline. Faculty members are expected to work collaboratively and cooperatively with all colleagues in the department and across the university.

Teaching:

Excellent teaching of undergraduate and graduate students is expected of tenured faculty members. All tenured faculty members should average a 3.5 or better over the span of the five-year review cycle in the chair's F2.08 evaluation of teaching, a 3.5 or greater Adjusted Summary Evaluation Score on the Students' Rating of Teaching Evaluation and have positive peer evaluations.

Tenured faculty should provide evidence of effective teaching by maintaining positive annual teaching evaluations. To determine this the committee may consider some of the following as proof of teaching effectiveness:

- a.) Peer observations of teaching over the course of the period of consideration.

- b.) All university teaching evaluations completed by students for every course taught.
(must have an overall mean overage of at least a 3.5 out of 5 for classes taught).
- c.) Syllabi for all courses taught.
- d.) Timely and effective communication with the students.

Research:

Sustained scholarly accomplishment is expected of all tenured faculty and may take the form of peer-reviewed research/publications or other scholarly work such as community-engaged or applied research. Research and scholarly activities work must reflect an organized intellectual agenda and be subjected to peer review, publicly disseminated, and sustained. All tenured faculty members should average a 3.0 or better over the span of the five-year review cycle in the chair's F2.08 evaluation of research.

Service:

Active participation in service at the department, college, university, professional associations, and/or community levels is required. Senior faculty should strive to serve as leaders within the university and as role models within the department. All tenured faculty members should average a 3.5 or better over the span of the five-year review cycle in the chair's F2.08 evaluation of service. The items below constitute examples of service:

- a.) Department: undergraduate or graduate advising, department events/activities planning and attendance (including representing the department in the campus or college events), advising student organization(s), and/or department committees.
- b.) College: college committees and events.
- c.) University: university committees (including Faculty Senate), convocations, and commencement (at least once per academic year).
- d.) Professional commitment: Offices and committee appointments in local, state, regional, and national professional associations; serving as a journal reviewer; on the editorial board of a journal; presentations in professional conference, workshop, or community events; community outreach, and/or any professional consulting/interview activities.

For post-tenure review, faculty dossiers must include the following:

- Curriculum Vitae
- F2.08 summary scores and chair review letters for the entire review cycle

Teaching, research, and service narratives are not required, but faculty can submit if they like. Faculty can also submit additional supplementary materials and supporting documents if they choose.