



JoAnne Gay Dishman School of Nursing Post-Tenure Review Policy

Purpose:

To provide a post tenure review of all School of Nursing tenured faculty by the School of Nursing tenured faculty utilizing the guidelines and criteria of the JoAnne Gay Dishman School of Nursing and Lamar University (LU), defined in the LU Manual of Administrative Policies and Procedures (MAPP) 02.02.37, "Pursuant to State of Texas law and the Texas State University System (TSUS) *Rules and Regulations*, each tenured faculty member at Lamar University (LU) shall undergo a comprehensive performance evaluation at least once every five (5) years after the date the faculty member was granted tenure or completed a previous comprehensive performance evaluation".

Post-tenure review is multifaceted, aiming to ensure continued excellence and accountability among tenured faculty members, assisting each other and the School of Nursing for positive growth.

Policy and Procedure

The JoAnne Gay Dishman School of Nursing follows the procedure as written in the Lamar University MAPP 02.02.37.

The categories and standards of performance established by the JoAnne Gay Dishman School of Nursing are outlined below:

F2.08 Post-Tenure Review Standards of Performance

Pursuant to The Texas Board of Nursing (TBON), [Texas Administrative Code Title 22, Part 11, Chapter 215, Rule 7](#), Nursing faculty must hold a current license or privilege to practice as a registered nurse in the State of Texas. Non-nursing faculty are exempt from meeting the faculty qualifications of this chapter as long as the teaching assignments do not include nursing content or clinical nursing courses.

Teaching

Tenured faculty members are expected to provide high-quality instruction to both undergraduate and graduate students. This includes not only delivering lectures and facilitating discussions but also mentoring students, developing innovative teaching materials, and continuously improving their teaching methods. To ensure the effectiveness of their teaching, tenured faculty members must achieve an average rating of 3.0 or higher in the teaching mission evaluation over the five-year review cycle. Additionally, they should receive positive peer evaluations, which reflect their ability to engage students, convey complex concepts clearly, and foster a supportive learning environment.

Research

Sustained and satisfactory scholarly accomplishment is a fundamental expectation for all tenured faculty members. This scholarly work can manifest in various forms, including peer-reviewed research publications, contributions to academic conferences, and other professional or scholarly activities. The research and scholarly activities should be guided by a well-organized intellectual agenda, subjected to peer review, and publicly disseminated to contribute to the broader academic community. Tenured faculty members are required to maintain an average rating of 3.0 or higher in the research evaluation over the five-year review cycle, demonstrating their ongoing commitment to advancing knowledge in their field.

Service

Active participation in service activities is essential for tenured faculty members. This service can be at multiple levels, including the School, College, and University, as well as within the professional community and the broader society. Service activities may involve committee work, leadership roles, community outreach, and professional initiatives. Tenured faculty members should strive to make meaningful contributions through their service efforts and must achieve an average rating of 3.0 or higher in the service evaluation over the five-year review cycle. This reflects their dedication to supporting the institution's mission and enhancing the academic and professional environment.

Policy History

The Post-Tenure Review Policy of the JoAnne Gay Dishman School of Nursing was approved by the School's Faculty Association on 4/15/05. The policy was revised on 5/7/2013 and 4/17/25.

JoAnne Gay Dishman School of Nursing (JGDSON)
Post-Tenure Review Policy Worksheet

Instruction: One individual tenured faculty member is reviewed on this sheet and the form is signed by the reviewing tenured faculty member. One separate sheet is completed for each faculty being reviewed by each tenured faculty.

Faculty Reviewed	Satisfactory: Meets Tenure Standards	Unsatisfactory: Does Not Meet Tenure Standards	Comments (if evaluated "unsatisfactory")
Name of one individual faculty member: _____			