



LAMAR UNIVERSITY

MEMBER THE TEXAS STATE UNIVERSITY SYSTEM

Department of Sociology, Social Work, and Anthropology Post-Tenure Review Guidelines

This policy is to establish the post-tenure guidelines for the Department of Sociology, Social Work, and Anthropology at Lamar 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.

All faculty in the Department of Sociology, Social Work, and Anthropology will participate in post-tenure reviews regardless of the candidate's rank. The criteria described herein are intended to function as general evaluative benchmarks for post-tenure review. They are not exhaustive nor prescriptive and should not be interpreted as fixed requirements. Reviewing bodies are expected to exercise professional judgment and consider the broader context of each faculty member's contributions when applying these guidelines and making recommendations to the University.

Standards of Performance

Professionalism

All faculty are expected to adhere to the TSUS Code of Conduct and the ethical standards of their respective disciplines. Professionalism includes respectful communication, collegial engagement, and constructive participation in departmental, college, and university activities. Faculty are expected to contribute to a collaborative and supportive work environment by engaging cooperatively with colleagues, staff, and administrators. Consistent disregard for departmental responsibilities, failure to follow established procedures, or unprofessional conduct may be considered in post-tenure review evaluations.

Teaching

Tenured faculty members are expected to demonstrate excellence in teaching at both the undergraduate and graduate levels. Over the course of the five-year review cycle, faculty should maintain an average rating of 3.5 or higher in the teaching component of the chair's F2.08 evaluations. In addition, faculty are expected to receive positive annual peer evaluations.

Evidence of effective teaching includes, but is not limited to:

- University course evaluations averaging 3.5 or higher for each course taught

- Peer evaluations that reflect effective teaching practices and professional classroom conduct for all types of class format
- Course syllabi that are clear, current, and aligned with university guidelines
- Timely, respectful, and professional communication with students
- Demonstrated effort to create an inclusive and supportive learning environment

Research

Sustained scholarly achievement is expected of all tenured faculty members. Scholarship may take various forms, including peer-reviewed publications, externally or internally funded research, creative works, or community-engaged and applied research. Regardless of form, faculty research should reflect an organized intellectual agenda, demonstrate ongoing development, and result in publicly disseminated work that contributes meaningfully to the discipline or community.

All research and scholarly activities must meet professional standards of rigor, undergo peer or expert review when applicable, and be sustained over time. Faculty are expected to maintain an average rating of 3.0 or higher in the research component of the chair's F2.08 evaluations during the five-year review cycle.

Service

Active and meaningful service at the department, college, university, and professional levels is a core expectation of all tenured faculty members. Faculty are responsible for contributing to the effective functioning of the department and the broader academic community. Senior faculty, in particular, are encouraged to model leadership, professionalism, and a commitment to shared academic and institutional goals.

All tenured faculty members are expected to maintain an average rating of 3.5 or higher in the service component of the chair's F2.08 evaluations over the five-year review cycle.

Service should reflect initiative, reliability, and constructive participation. While professional and community engagement is encouraged, it does not substitute for active contributions at the department, college, and university levels, which are the core expectation for post-tenure review. Faculty are expected to engage consistently in internal service roles that support departmental operations and institutional development.

Examples of service include, but are not limited to:

- Departmental service: active participation in departmental committees, support for advising and recruitment efforts, leadership in planning or attending department events, and serving as advisor to student organizations.
- College service: involvement in college committees, task forces, and participation in academic or student-facing events.
- University service: contributions to university-wide governance, standing committees, Faculty Senate, and institutional events such as convocations and commencement ceremonies.
- Professional and community engagement: leadership or committee roles in academic or professional associations, peer reviewing or editorial board service, public presentations, outreach, and consulting activities relevant to the discipline.

Leadership roles in any of the above areas are especially valued in post-tenure review and will be considered as evidence of significant service contribution.

Post-Tenure Review Portfolio

Faculty undergoing post-tenure review are required to submit a dossier that includes the following materials:

- Curriculum Vitae
- F2.08 summary scores and chair evaluation letters for each year of the five-year review cycle
- Optional narratives (up to 3 pages total) addressing teaching, research, and service accomplishments
- Additional supporting documents, such as syllabi, publications, service records, or other materials that provide evidence of performance, if applicable

The dossier should reflect the faculty member's sustained contributions in alignment with departmental expectations and university standards.