Approved by Department of Speech & Hearing Sciences, October 19, 2026
Approved by Office of the Provost, October 26, 2026

College of Nursing & Health Professions
LAMAR UNIVERSITY
Speech & Hearing Sciences

Post-Tenure Review

2026 ADMINISTRATIVE UPDATE

Criteria and Standards for the Performance Evaluation of Tenured Faculty

Adapted from the College of Fine Arts & Communication Post-Tenure Review standards approved May 28, 2025, and revised for SPHS following the Department's transition to the College of Nursing and Health Professions and the implementation of Lamar University MAPP 02.02.37.

1. Purpose and Governing Policy

The purpose of post-tenure review is to support sustained professional performance, continued faculty development, accountability, and excellence in teaching, research/scholarship and/or creative activities, and service. Post-tenure review is not a re-tenure process.

The Department of Speech & Hearing Sciences follows the procedures established in Lamar University MAPP 02.02.37, Performance Evaluation of Tenured Faculty (Post-tenure Review).

2. Review Cycle

Each tenured faculty member shall undergo a comprehensive post-tenure review at least once every five (5) years after the date the faculty member was granted tenure, received a promotion, or completed a previous post-tenure review.

The Department will follow the implementation schedule in Appendix A of MAPP 02.02.37 for faculty whose reviews fall within the initial AY 2026-AY 2029 implementation period.

3. SPHS Standards of Performance

Post-tenure review will evaluate the faculty member's performance over the five-year review period in Teaching, Research/Scholarship and/or Creative Activities, and Service. Claims of accomplishment must be documented.

Teaching

- A tenured SPHS faculty member is expected to demonstrate sustained, effective teaching and instructional engagement appropriate to the assigned workload, rank, and responsibilities.
- Maintain an average F2.08 Teaching at least 3.5 across the five-year review cycle.
- Demonstrate effective instruction and fulfillment of assigned teaching, clinical education/supervision, advising, and mentoring responsibilities, as applicable.
- Provide evidence of currency in the discipline and continued improvement or development in teaching.

- Contribute, as appropriate, to curriculum development, accreditation, assessment, student learning, and/or innovative instructional practices.
- Participate in professional development related to teaching, clinical education, pedagogy, technology, or the discipline, as appropriate.

Research / Scholarship and/or Creative Activities

A tenured SPHS faculty member is expected to maintain a sustained record of scholarly activity and/or professional scholarly dissemination appropriate to rank, workload, discipline, and assigned responsibilities.

- Maintain an average F2.08 Research/Scholarship score of at least 3.5 across the five-year review cycle.
- Demonstrate an ongoing record of documented research, scholarship, and/or scholarly dissemination across the review period, normally reflected in activity during multiple years of the review cycle
- Evidence may include peer-reviewed publications; books or chapters; refereed or invited presentations; externally or internally funded research; grant or contract activity; interdisciplinary research; student research mentoring; editorial or peer-review activities; and other scholarly dissemination recognized by the SPHS tenure and promotion guidelines.
- Tenured faculty are encouraged to mentor students and/or junior faculty in scholarly activity when appropriate to their role.

Service

A tenured SPHS faculty member is expected to maintain a consistent and meaningful record of service appropriate to assigned workload, rank, and responsibilities to the Department, College of Nursing and Health Professions, University, profession, and/or community.

- Maintain an average F2.08 Service score of at least 3.5 across the five-year review cycle.
- Demonstrate active participation in department, college, university, professional, and/or community service appropriate to workload and rank.
- Examples may include committee membership or leadership; accreditation and program review; student recruitment and retention; professional association service; editorial/reviewer service; community outreach; student organization advising; program coordination; and mentoring.
- Leadership and mentoring contributions are expected to increase as appropriate to faculty rank and experience.

4. Licensure, Certification, and Professional Credentials

When a faculty member's assigned academic or clinical responsibilities require a current state, federal, or professional license, certification, or other credential, the faculty member must maintain the credential(s) required for those assigned responsibilities.

5. Materials and Review Process

SPHS will follow the review procedures, submission requirements, and deadlines established in the current version of MAPP 02.02.37. If the MAPP is revised, the current University policy controls. Faculty members and reviewers should consult the current MAPP and Academic Affairs calendar for applicable dates.

For purposes of post-tenure review, the Department Personnel Committee is constituted and operates as required by MAPP 02.02.37, including minimum membership, quorum, secret-ballot voting, confidentiality, recusal, and committee-chair requirements.

6. Determination of Satisfactory Performance

The Department Personnel Committee evaluates the portfolio against these SPHS performance standards and votes by secret ballot on whether the faculty member met or exceeded the unit's accepted minimum performance standards. The Department Chair/Director independently enters a rating of satisfactory or unsatisfactory, consistent with MAPP 02.02.37.

A simple majority or greater approval by the Department Personnel Committee together with a satisfactory rating by the Department Chair/Director constitutes successful completion of post-tenure review. Unsuccessful or split decisions proceed to the Dean as prescribed by MAPP 02.02.37.

7. Professional Development Plan (PDP)

If required under MAPP 02.02.37, a Professional Development Plan will be cooperatively established by the faculty member, Department Chair/Director, and two faculty peers. The PDP may extend up to twenty-four (24) months and must address identified deficiencies, objectives, activities, completion schedule, assessment criteria, and semester progress meetings.

All PDP procedures, consequences, appeals, and assessment of completion will follow the current version of MAPP 02.02.37.

8. Promotion in Lieu of Post-Tenure Review and Tolling

A faculty member who is due for post-tenure review and eligible for promotion to Professor in the same year may apply for promotion in lieu of post-tenure review in accordance with MAPP 02.02.37. The faculty member must notify the Department Chair/Director in writing by April 1 of the plan to apply for promotion in the upcoming academic year.

Post-tenure review clock tolling, including administrative appointments of 0.5 FTE or greater and approved exigencies/hardships, will be governed by MAPP 02.02.37.

9. Review and Approval of SPHS Standards

SPHS post-tenure performance standards will be assessed every three (3) years by the tenured faculty, as required by MAPP 02.02.37. All updates to departmental standards must be approved by the Office of the Provost and posted on the Academic Affairs website.

10. Sources and Basis for the 2026 Adaptation

- Lamar University MAPP 02.02.37, Performance Evaluation of Tenured Faculty (Post-tenure Review), approved June 1, 2025.
- College of Fine Arts & Communication Post-Tenure Review, approved by COFAC and the Office of the Provost May 28, 2025 - prior applicable college framework for SPHS.
- JoAnne Gay Dishman School of Nursing Post-Tenure Review Policy, approved July 11, 2025 - used as a same-college professional/clinical discipline reference.
- Department of Health & Kinesiology Criteria and Standards for the Performance Evaluation of Tenured Faculty, approved by the Office of the Provost June 10, 2025 - used as a same-college health-discipline reference.
- SPHS Tenure and Promotion Guidelines approved July 3, 2024 - used to keep scholarly/service examples consistent with established SPHS disciplinary expectations where appropriate.