

**SHSU DEPARTMENT OF POLITICAL SCIENCE
PERFORMANCE EVALUATION OF TENURED FACULTY (PETF)**

Pursuant to Academic Policy 980204, each tenured faculty member will undergo a performance evaluation every five years with the “goal to improve faculty performance without infringing upon academic freedom” within each academic unit. Tenured faculty in the Department of Political Science are expected to maintain an acceptable level of teaching, research, and service as outlined in the department’s promotion and tenure policy.

As the Faculty Evaluation System is already a mechanism in place for faculty evaluation, the Political Science Department will utilize that instrument to evaluate tenured faculty in the areas of teaching, scholarly activity, and service.

Teaching:

Every faculty member is expected to be evaluated in each course taught and meet an acceptable minimum standard for teaching. Over the course of the five-year period, faculty members are expected to have an acceptable teaching score based upon Chair’s Ratings, peer evaluations (if available), and the IDEA evaluations from students reported on the FES. Faculty consistently scoring in the top 30% (i.e., above the gray bar) on the IDEA evaluation will be deemed to have exceeded minimum requirements in the area of teaching. Faculty generally scoring in the top 30% (i.e., above the gray bar), but occasionally in the next 40% (i.e., in the gray bar) will be rated as satisfying the acceptable requirements in the area of teaching. Strong peer and/or Chair eval

Positive evaluations by outside reviewers of competitive scholarly achievements commensurate with the rank of Associate Professor and of an emerging reputation for professional excellence and accomplishment in the field.

Securing externally funded support of scholarly activities if applicable to the discipline or sub-specialty.

If a faculty member fails to meet this standard for scholarly and/or creative accomplishments, then that faculty member shall be required to undertake a Plan for Assisted Faculty Development (PAFD) as described in Academic Policy No. 980204.

Service: