

CRITERIA FOR POST-TENURE REVIEW OF FACULTY

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GUIDELINES

1.0 General

- 1.1 Texas A&M University and the College of Agriculture and Life Sciences desire preeminence in the tri-partite mission of teaching, research, and service. The criteria outlined in this statement are intended to direct and guide the departments within the College in the development of performance criteria for the annual review of faculty for post-tenure review. The College, in concert with the Texas Agricultural Experiment Station, conducts an annual review of all faculty, which includes the development of a plan of work and review of performance. This annual performance evaluation will form the basis for post-tenure review recommendations within the College.
- 1.2 The criteria within this document are intended to encompass the broad scope of faculty achievements expected within the College with full recognition that all criteria do not apply to each individual. It is recognized that departments in the College represent a diversity of activities and programs; therefore, the criteria stated herein are broad to accommodate the differences that exist among the departments. Further, it is recognized that a certain degree of flexibility is required to accommodate the diversity of faculty appointments and interests within the College. Expectations of individual excellence and national prominence apply in every post-tenure evaluation.
- 1.3 Certain qualities are universal and essential ingredients among successful faculty members. One's standing among peers is an important recognition of achievement. In agriculture, this assessment is made along disciplinary and/or professional lines. The potential for maintaining continued intellectual curiosity, coupled with currency, in the field of specialization are additional attributes critical to the long-term productivity of faculty. It is important that faculty members demonstrate character, integrity, the ability to interact effectively with peers and subordinates, and evidence that the individual's performance will persist. These universal qualities are largely the consequence of self-motivation and personal initiative and are reliable indicators of the potential for success in an academic environment. As such, the same qualifications that awarded a faculty member tenure should persist following tenure. Once granted and earned, tenure is lost only upon resignation, retirement or dismissal for cause. The College asserts that following tenure, a tenured faculty member will demonstrate a high standard of excellence and continued productivity.

2.0 Minimum Standards for the Teaching Function

- 2.1 Effectiveness in planning, organizing and presenting classroom learning experiences based on student and peer evaluations.

- 2.2 Evidence of scholarship through the development of academic programs, instructional approaches or materials, curriculum development, techniques, teaching media or refereed articles, or authorship of textbooks.
 - 2.3 Effective student counseling, advising, and mentoring to include service on graduate advisory committees or directing graduate programs.
 - 2.4 Recognition by peers for scholarship and professional contributions related to teaching function.
 - 2.5 A tenured faculty member is expected to assume a teaching work load consistent with the faculty member's position description.
- 3.0 Minimum Standards for the Research Function
- 3.1 Evidence of independent research built in a well-planned and developed program or effective participation in strong multidisciplinary research.
 - 3.2 Evidence of scholarship through research reports, papers, refereed articles or other scholarly and professional publications to include invited presentations at professional and scientific meetings.
 - 3.3 Evidence that research has contributed to the advancement of knowledge or has beneficial impacts to clientele or society.
 - 3.4 Evidence of successful acquisition of contracts and grants to support research programs.
 - 3.5 Development and continued support of effective collaborative relationships with regional research groups, government agencies, industry groups, and/or other research users.
 - 3.6 Recognition by peers for scholarship and professional contributions related to the research function.
- 4.0 Minimum Standards for the Service Function
- 4.1 Effective service to the Department, College, University, Agricultural Agency or Texas A&M System through involvement on committees, workgroups, and/or teams.
 - 4.2 Effective service to professional associations and scientific societies.
 - 4.3 Effective working relationship with Extension counterparts in department/college.
 - 4.4 Service to state, regional, national or international levels of government.
 - 4.5 Service to students, student organizations, etc.
 - 4.6 Service and delivery of information to industry and clientele groups, communities, consumers, etc.
 - 4.7 Recognition by student or university organizations, industry/clientele groups, professional organizations or associations for leadership and professional-contributions related to the service function.

CONTACT OFFICE

Questions about this guideline should be referred to the AgriLife Human Resources Office at 979-845-2423.