

12.06 Post-Tenure Review of Faculty and Teaching Effectiveness



Revised [November 9, 2023](#) (MO -2023)

Next Scheduled Review: November 9, 2028

Click to view [Revision History](#).

Policy Summary

State law requires that each university (academic institution) of The Texas A&M University System (system) must periodically evaluate the performance of tenured faculty in accordance with this policy.

Policy

1. POST-TENURE REVIEW

Subsequent to the award of tenure, all tenured faculty are subject to annual performance reviews and periodic post-tenure reviews.

- The annual performance review of a faculty member provides a mechanism to gauge the productivity of the individual and should be designed to encourage a high level of sustained performance.
- Periodic post-tenure reviews are made on the basis of typical criteria and factors such as those listed below and must occur no more often than once every year, but not less often than once every six years after the date of the award of tenure. Not all departments use the same weighting of each factor and these may be different depending on the faculty member's specific role and responsibilities within a college.

An unsatisfactory rating in the annual performance review in any one area (Teaching Effectiveness; Research, Creative Activities and other Scholarly Endeavors; or Service) requires the implementation of a written short-term development plan for the faculty member, including performance benchmarks for returning to satisfactory performance. Faculty members who receive a second unsatisfactory rating in the annual performance review in any category within six years of the first unsatisfactory rating will be subject to additional assessment and may be recommended for early post-tenure review, to be initiated no later than the next academic year.

The post-tenure review process must include tenured faculty at the rank or higher than the candidate reviewed, with appropriate credentials for assessing the faculty member's performance, department head and/or dean and provost.

Teaching Effectiveness at the Undergraduate, Graduate and Professional Student Levels (See System Regulation 12.01.01, Institutional Rules for Implementing Tenure, for consistency)

- Course content, complexity, level of expertise.
- Performance of students in subsequent courses.
- Content, quality and faculty use of the syllabus.
- Student evaluations of the instructor.
- Teaching innovations.
- Peer evaluations.
- Direction of dissertations and theses.
- Awards, honors and other recognitions.
- Development of online courses.

Research, Creative Activities, and Other Scholarly Endeavors

- Published works – books, journal articles, reviews, research and technical reports, electronic and digital materials.
- Shows, exhibits, displays, and performances of artistic works and talents.
- Professional evaluations of scholarly activities appropriate to the discipline.
- Research grants, contracts and other evidence of competitive support for the research.
- Invited papers and other presentations.
- Editorial contributions.
- Awards, honors and other recognitions.

Student Advising, Counseling and Other Student Services

- Responsibilities for undergraduate, graduate and professional student advising.
- Reputation regarding advising and contributions to student development.
- Participation in student organizations and other activities.
- Accessibility to students.

Committee and Administrative Service to University

- Nature and importance of committee involvement.
- Ideas and original contributions to the university community.
- Offices held and other evidence of leadership.

Service to Profession, Community, State, or Nation

- Involvement in professional societies including leadership positions.
- Governmental committee or commission appointments.
- Academic and professional consulting activities.
- Quality of patient care, where applicable.

- Contributions to community programs and activities.
- Speeches and other presentations utilizing expertise.
- Awards, honors and other recognitions.

Quality of Patient Care, where applicable

Patents or Commercialization of Research, where applicable

Appropriate documentation is required to provide independent verification of the credentials being presented to support the criteria being evaluated.

2. TEACHING EFFECTIVENESS

Teaching effectiveness is essential for every faculty member and teaching is an integral part of the mission of every system academic institution. A broad range of approaches to ensure teaching effectiveness should be developed and would include some of the following techniques currently in place or under consideration by system academic institutions.

- (a) Institutional requirements for faculty including:
 - (1) course syllabi including a list of topics to be covered during the semester, specific course objectives, types of activities for the course, student evaluation procedures, and required reading assignments;
 - (2) faculty attendance in class; and
 - (3) adherence to system, institutional and departmental policies.
- (b) Peer observation of classroom performance.
- (c) Departmental, college and institutional workshops on effective teaching.
- (d) Videotaping of classroom performance for review and analysis by faculty.
- (e) Portfolio assessment by departmental review committee.
- (f) On-campus technology centers and other innovative programs designed to educate and support faculty in their efforts to integrate new technology into their teaching.
- (g) Departmental in-service training.
- (h) Senior faculty to serve as mentors for junior, new faculty.
- (i) Quality of instructional outcomes assessment by current and former students, employers of graduates and faculty in graduate and professional schools attended by graduates.

3. MEMBER RULE

System academic institutions must adopt a rule to implement the requirements of this policy.

Related Statutes, Policies, or Requirements

[Tex. Educ. Code § 51.942](#)

[System Policy 12.01.01, Institutional Rules for Implementing Tenure](#)

Member Rule Requirements

A rule is required to supplement this policy. See Section 3.

Contact Office

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