G. Standards for Post-Tenure Review

1. In the annual review of each faculty member (Section III. B) tenured in the Bush School, the Dean shall make a determination, as required by the University's post tenure review policy, whether that person is performing his or her professional responsibilities satisfactorily or unsatisfactorily.

2. Satisfactory performance for tenured faculty members includes:

   a. Active pursuit of a program of scholarship related to public affairs, public administration, international affairs, management or public policy or in another field recognized to be important to the mission of the Bush School.

   b. Continued dissemination of research findings and engagement with professional colleagues through such activities as participation at professional meetings, publication, and presentation of recent research materials to civic and public organizations.

   c. Employment of pedagogically sound techniques for the education of students.

   d. Presentation of academically sound courses incorporating current knowledge about the course subject matter.

   e. Accessibility to students on a regular basis to discuss academic issues, career and professional matters.

   f. Assignment of equitable final grades to students in a timely fashion based on reasonable expectations and a fair professional assessment of student performance.

   g. Participation in a responsible manner in the activities of the School and the University, including the reasonable fulfillment of requested service.
h. Commitment to the provision of sound professional expertise to civic and public organizations.

i. Adherence to the policies and procedures outlined in the Texas A&M University Policy and Regulations.

j. As appropriate, teaching, research, and service that promote interdisciplinary perspectives and that further an understanding of and appreciation for the role of diversity and globalization in public affairs.

3. Failure to meet these expectations can be grounds for an unsatisfactory evaluation. The School recognizes, however, that a faculty member's professional development and career continue to evolve after the awarding of tenure. Accordingly, some individuals may elect to concentrate more of their effort in some areas than in others. This configuration of effort means that a tenured faculty member may give more attention to some of the areas noted above than others. The particular set of emphases should reflect the interests and abilities of the faculty member and the needs of the School. A tenured faculty member's decision to selectively concentrate his/her professional contributions must follow full consultation with, and agreement of, the School's Dean, who may adjust that individual's conditions of employment as part of the understanding reached (e.g., raising or lowering teaching loads, requiring more or less service activities) to maintain or improve the School's overall performance. A persistent failure to adhere to the terms of such an agreement is grounds for an unsatisfactory evaluation.

4. If the Dean concludes there are grounds for an unsatisfactory evaluation, then the Dean shall meet and discuss the assessment with the faculty member.

5. After meeting with the faculty member and receipt of any additional material that the faculty member shall provide in a reasonable period of time, the Dean will determine whether an unsatisfactory evaluation is warranted. A determination of
unsatisfactory performance will be accompanied by a written plan for near-term improvement.

6. A professional review will be initiated in the event that a tenured faculty member receives three consecutive unsatisfactory reviews. This will include the development, execution, and monitoring of a professional development plan, as well as the assessment of the plan’s effectiveness. The purposes of and procedures for the conduct of a professional review and the implementation and evaluation of a professional development plan will be consistent with the Texas A&M University Rule on Post Tenure Review, which is detailed in System Policy 12.6. The only deviations from the university’s procedures will be the following:

a. The ad hoc, three-member review committee that conducts the professional review will be appointed by members of the Promotion and Tenure Committee at or above the rank of the faculty member being reviewed rather than by the Dean.

b. Because of the Bush School’s unique organizational structure, Department heads do not exist and thus have no role in the School’s review process. Any consultative or determinative responsibilities designated for department heads in the university’s regulations will be performed by the Dean, with appropriate consultation.