Post Tenure and Review for NUEN

The NUEN Faculty has voted for the following procedures regarding Post-Tenure Review

1. The Post Tenure Review Committee will be composed of all tenured faculty in the Department.
   a. The committee Chair will be appointed by the Head of Department.
   b. Individuals undergoing review will not participate as committee members for their own review.
2. The performance areas considered in the review will be Teaching, Research, and Service.
   a. There will be three possible performance ratings: “exceeds standards,” “meets standards,” and “does not meet standards.”
   b. Performance in all three areas will be evaluated, but only an overall rating will be given.
   c. The impact of a professor’s activities on the Department will be an important component of the evaluation in addition to the activities themselves.
   d. Individuals being reviewed will submit faculty progress reports for the previous 6 years, an up-to-date CV, and any other documentation deemed appropriate by the individual.
3. Individual faculty members will be scheduled by the Department Head for review.
   a. Reviews will be scheduled either six years from the last personnel action or six years from the last review.
   b. Committee meetings will be scheduled by the Committee Chair.
   c. Each member of the Committee will review the submitted documentation in preparation for a committee meeting.
   d. An individual’s performance in each of the three areas will be discussed at the meeting.
   e. Once the discussion has been completed, each committee member of appropriate rank will submit an overall score for the individual by secret ballot. Only full professors will be allowed to vote when full professors are reviewed, but associate professors will be able to participate in the discussions for full professors.
   f. A rating of “exceeds standards” will carry a score of 2. A rating of “meets standards” will carry a score of 1, and a rating of “does not meet standards” will carry a score of 0.
g. The scores will be averaged over the number of scores submitted and the following ratings assigned based upon that average score:

<table>
<thead>
<tr>
<th>Rating</th>
<th>Score Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Exceeds Standards</td>
<td>1.5 - 2.0</td>
</tr>
<tr>
<td>Meets Standards</td>
<td>0.5 - 1.5</td>
</tr>
<tr>
<td>Does Not Meet Standards</td>
<td>0.0 - 0.5</td>
</tr>
</tbody>
</table>

h. For each individual reviewed and each performance area, the Chairman shall appoint a Committee Member to document the corresponding discussion of performance by the Committee.

i. The Chair will include that information in a final report to the Head of Department documenting the Committee discussions for each performance area and the individual’s overall performance rating. If the outcome of the evaluation is Does Not Meet Standards the faculty member will be subjected to a Professional Review as per University SAP 12.06.99.M1: Post-Tenure Review.

4. Any faculty member seeking a modification to the NUEN post tenure review process may propose the modification at a faculty meeting, followed by a faculty vote. Only tenured and tenure-track faculty will vote on such modifications, and a quorum of such faculty must be present.
Attachment A - Performance Indicators

Teaching

• Student evaluations
• Development of new courses or major revision of existing courses
• Support of student activities, e.g., ANS, HPS, WIN, INMM, ANΣ
• Published textbooks
• Student project advisor
• Selection for a University, college or professional society teaching awards
• Publication of widely adopted or acclaimed instructional materials
• Chair of PhD/MS research committees
• Publication of refereed education journals
• Evidence of high quality in class preparation, interaction and accomplishments
• Service as departmental undergraduate or graduate advisor
• Self-development activities leading to enhanced teaching effectiveness

Research

• Publications in refereed journals and proceedings
• Chair of PhD/MS research committees
• Receiving major fellowships or research awards/significant external funding for research
• Editor or member of editorial board of a major journal
• Receiving nationally approved patents
• Member of a review panel for national research organizations
• Presentation of invited papers at international and national meetings
• Service as a reviewer for major refereed journals/reviewer for national research organizations
• Original contributions to research books, monographs and handbooks
• Significant innovative designs in use in industry or elsewhere
• Joint research projects with industry and other universities
• Joint research projects with other TAMU faculty
• Citations in scholarly journals and/or textbooks

Service
• Officer in a national, state or regional professional organization
• Service on a major governmental commission, task force or board
• Administrative leadership role at Texas A&M University
• Program chair or similar chair at national meeting
• Officer in Faculty Senate
• Chair of major standing or ad hoc Texas A&M University committee
• Advisor to student organization
• Service on departmental, COE and university committees
• Professional society activities, e.g., officers, TCs, conference and session chairs
• Journal editors and journal paper reviews
• Government and industry advisory and technical committees
• Service on accreditation teams and boards