AAPPS 04.02.10

**COMPLIANCE CERTIFICATION OF DEPARTMENT POLICY FOR ANNUAL FACULTY EVALUATIONS**

**Department/School of**

**Texas Education Code §51.942**

Faculty must be reviewed annually based on teaching, research, service, patient care, and administration and include peer review.

Policy provided academic due process rights including:

• Notice and scope of evaluation to faculty member

• Opportunity for faculty member to provide supporting documents

• Faculty member is subject to disciplinary action - does policy provide notice of charges and opportunity for a hearing?

• Faculty member is subject to termination - does policy provide for nonbinding alternative dispute resolution?

**Texas State University System Regents Rules – Chapter V, Section 4.28**

Requires an annual evaluation for non-tenured faculty and tenured faculty.

Evaluation policy should include that faculty member is:

• Evaluated for performing consistently on a professional level

• Informed of any deficiencies

• Provided an opportunity to improve performance

• Provided due process and right to appeal

**AAPPS 04.02.10/AAPPS 04.02.11 – Performance Evaluation of Continuing Faculty and Post-Tenure Review/Performance Evaluation of Non-Continuing Non-Tenure Line Faculty/Faculty Handbook**

Policy includes:

• Definition of criteria and appropriate instruments

• Specify the importance assigned to the various criteria

• Give the sources that the chair and departmental personnel committee will base their judgments

• Requirement for anonymous student evaluation of the teaching of all faculty at least once a year

• Describe the level of performance needed to meet expectations

• Provide opportunity for faculty to review and add written comments

**SACS - 3.7.2 The institution regularly evaluates the effectiveness of each faculty member in accord with published criteria, regardless of contractual or tenured status.**

Policy covers all faculty

**SACS - 3.7.5 The institution publishes policies on the responsibility and authority of faculty in academic and governance matters.**

Policy includes responsibility and authority of faculty

Personnel Committee Chair/Director

Dean Provost

University Attorney