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

P.P.S. 8.09 & 8.11 – Performance Evaluation of Continuing Faculty and Post-Tenure Review/Performance Evaluation of Non-Continuing Nontenure 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