

## **POLICY 10: SCHOOL EVALUATION CRITERIA**

### **A. General policy**

1. Faculty evaluation criteria and policies at the School level shall be developed by an elected Policy Document Committee, as detailed elsewhere in these bylaws.
2. If the School of Mathematical and Statistical Sciences is divided into two or more units (Schools and/or Departments), then the standing faculty evaluation criteria of the School of Mathematical and Statistical Sciences shall be the standing criteria of all resulting units.
3. If the School of Mathematical and Statistical Sciences is merged with another unit (a department or a School), then the faculty of the merged unit shall be evaluated by their choice of the legacy documents of the merging units, until new criteria are developed and approved by all levels of authority. There shall be no time-limit imposed on the validity of the legacy criteria, while the development and approval process of new criteria is underway.

### **B. Tenure and Promotion School Criteria for tenure-track faculty**

1. All tenured and tenure-track faculty that apply for tenure and/or promotion shall be evaluated by the School's Tenure and Promotion document by all levels of review.
2. Current University policy requires that any revisions to the School's Tenure and Promotion document during any tenure-track member's probationary period will not be applicable for two full academic years after official adoption unless that faculty member chooses to be governed by the changes<sup>1</sup>. Consequently, if the revision of the School Tenure and Promotion is concluded in the academic year when the Year 4, 5, or 6 Tenure and Promotion review of the tenure-track faculty member is conducted, the final Year 6 review can be conducted by the preceding version of the School Tenure and Promotion document.
3. The aforementioned university policy does not apply to tenured faculty applying for promotion to Full Professor. Consequently, for tenured faculty applying for promotion, if a revision of the School's Tenure and Promotion Document has been approved by the EVPAA during the evaluation period of a faculty member, the version of the evaluation document that was in effect at the beginning of the evaluation period shall define the School evaluation criteria, unless the evaluated faculty explicitly requests in writing to be evaluated by the latest document.
4. All tenured faculty have the prerogative to apply for Promotion before or after the normal schedule. The evaluation period shall begin then with their first year as tenured faculty, however an improved record of accomplishment during the previous 5 academic years and the current academic year will be weighed in favor of the evaluated faculty member.

### **C. Post Tenure Review Criteria for tenured faculty**

1. All tenured faculty that apply for post-tenure review shall be evaluated by the School's Post Tenure Review document by all levels of review.
2. If a revision of the School's Post Tenure Review Document has been approved by the EVPAA during the evaluation period of a faculty member, the version of the evaluation document that was in effect at the beginning of the evaluation period shall define the School

---

<sup>1</sup> UTRGV HOP Section ADM 06-505 D.3.f].

evaluation criteria, unless the evaluated faculty member explicitly requests in writing to be evaluated by the latest document.

**D. School Criteria for Promotion and Reappointment of 3-year Lecturers**

1. All 3-year Lecturers that apply for reappointment and/or promotion shall be evaluated by the School's Lecturer Promotion and Reappointment document.
2. If a revision of the School's Lecturer Promotion and Reappointment Document has been approved by the EVPAA during the evaluation period, the version of the evaluation document that was in effect at the beginning of the evaluation period shall define the School evaluation criteria, unless the evaluated faculty member explicitly requests in writing to be evaluated by the latest document.

**E. School Criteria for Annual Evaluation**

1. All faculty shall have their annual evaluation conducted using the criteria defined by the School's Annual Evaluation Document.
2. If a revision of the School's Annual Evaluation Document has been approved by the EVPAA during the evaluation period, the version of the evaluation document that was in effect at the beginning of the evaluation period shall define the School evaluation criteria, unless the evaluated faculty member explicitly requests in writing to be evaluated by the latest document.