



# Sam Houston State University

MEMBER THE TEXAS STATE UNIVERSITY SYSTEM

DEPARTMENT OF \_\_\_\_\_

TENURE AND PROMOTION ASSESSMENT: Dr. [REDACTED]

TO: Dr. [REDACTED], Dean  
College of Education

FROM: Dr. [REDACTED], Chair  
[REDACTED] Curriculum and Instruction

DATE: February 1, 2018

CURRENT RANK: Assistant Professor

RECOMMENDATION: Associate Professor with Tenure

## ASSESSMENT

**Preface:** The purpose of this memorandum is to recommend [REDACTED] for tenure and promotion. The DPTAC Committee met January 19, 2018, to review [REDACTED] credentials and recommend her for tenure and promotion to Associate Professor. I concur with the DPTAC's assessment of [REDACTED]'s performance.

[REDACTED]'s portfolio was evaluated using the following criteria:

### 1. Teaching

[REDACTED]'s primary responsibilities include teaching courses in the [REDACTED] program and [REDACTED] courses. She co-coordinates the [REDACTED] program, providing directions for faculty and instructors as well as students. Her IDEA raw scores are consistently in the high range (4.8-4.9 range). According to IDEA, 3.5 and above are good scores. Scores above 4 are outstanding. [REDACTED] uses innovative strategies in her classes and is flexible in working with colleagues. She received the College of [REDACTED] Award in [REDACTED]. Her teaching record is outstanding.

### 2. Research

[REDACTED] has exceeded the minimum departmental standards in research in terms of publications. From 2012 to the present, she has 11 peer-reviewed publications, one book chapter, one Technical/Research report, and 29 professional presentations.

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## DEPARTMENT OF CURRICULUM AND INSTRUCTION

Additionally, she has been part of internal grants totaling \$ . Her scholarly productivity is good.

### 3. Service

Since 2012, she has sat on two university-committees, eleven college committees, six departmental committees, and has chaired five others. She is a professional reviewer for three conferences and one journal. She also has accepted a leadership role in a professional state organization. In her role as the co-coordinator of the [REDACTED] [REDACTED] Education program, she has worked diligently to recruit for the program and has helped to develop the [REDACTED] for the department and College. She has tailored her courses to be [REDACTED] courses and has served on dissertation committees from other departments in the College. Her service is excellent.

### Collegiality

She is very collegial and is a contributing member of the department. She accepts new responsibilities when asked and is not hesitant to ask for suggestions or clarification when working with colleagues. She is an excellent colleague.

### Members Voting:

Dr. [REDACTED]  
Dr. [REDACTED]  
Dr. [REDACTED]  
Dr. [REDACTED]  
Dr. [REDACTED]  
Dr. [REDACTED]  
Dr. [REDACTED]  
Dr. [REDACTED]  
Dr. [REDACTED]  
Dr. [REDACTED]  
Dr. [REDACTED]

Attachment: DPTAC Memo

**RECEIVED**  
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College of Education  
Office of the Dean

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DEPARTMENT OF \_\_\_\_\_

## MEMORANDUM

TO: Dr. [REDACTED] Chair  
[REDACTED]

FROM: Dr. [REDACTED] Tenured Professor *JKK*  
Chair, [REDACTED]  
[REDACTED]

DATE: January 22, 2018

SUBJECT: Annual Review of Faculty, Tenure, and Promotion

On January 19, 2018, following *Academic Policy Statement 900417 (R2005)* of Sam Houston State University (SHSU), the tenured associate and full professors of the Department Promotion and Tenure Advisory Committee (DPTAC), Drs. [REDACTED] (Chair), [REDACTED], [REDACTED], [REDACTED], [REDACTED], [REDACTED], [REDACTED], [REDACTED], and [REDACTED] met and voted using secret ballot, on tenure and promotion for [REDACTED]. The report of that meeting follows.

### Teaching

[REDACTED]'s primary responsibilities include teaching courses in the [REDACTED] program and [REDACTED] courses. She coordinates the [REDACTED] program, providing directions for faculty and instructors as well as students. Her IDEA raw scores are consistently in the high range (4.8-4.9). [REDACTED] tries innovative strategies in her classes such as "flipping" and is flexible in working with colleagues. She has been nominated twice for the [REDACTED] Award and was the [REDACTED] recipient of the College of [REDACTED] Award. Her students appreciate her fairness and empathy.

### Research

[REDACTED] has exceeded departmental standards in research. From 2012 to the present, she has 11 peer-reviewed publications, one book chapter, and one Technical/Research report. She has made 29 professional presentations and collaborated with many departmental colleagues. In addition, she has been part of [REDACTED] internal grants totaling \$ [REDACTED].

### Service

Since 2012, [REDACTED] has sat on two university committees, eleven college committees, and six departmental committees, chairing five others. She is a professional reviewer for three conferences and one journal. She also has accepted a leadership role in a [REDACTED].

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professional state organization. In her role as the co-coordinator of the \_\_\_\_\_ program, \_\_\_\_\_ has worked diligently to recruit for the program, and has helped to develop the \_\_\_\_\_ program for the department and college. She has tailored her courses to be Active Community Engagement (ACE) courses and has served on dissertation committees from other departments in the college

### **Collegiality**

\_\_\_\_\_ is very collegial and a contributing member of the department. She accepts new responsibilities when asked and is not hesitant to ask for suggestions or clarification when working with colleagues.

### **Recommendation**

A secret ballot was taken on the Tenure and Promotion (combined vote) for \_\_\_\_\_

The DPTAC recommends tenure and promotion of \_\_\_\_\_ to Associate Professor.

### **Recommendations for Future Promotion**

To \_\_\_\_\_'s credit, she has met departmental standards for promotion and tenure, and in order to meet the requirements for promotion to full professor, the DPTAC encourages her to:

- keep teaching scores high,
- continue to pursue publications,
- seek external grants,
- assume leadership roles in state, national, and international professional organizations, and
- continue to work well with colleagues.



# Sam Houston State University

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DEPARTMENT OF

## MEMORANDUM

TO: Dr. [REDACTED], Chair  
[REDACTED]

FROM: Dr. [REDACTED], Tenured Professor *JKE*  
Chair, [REDACTED]  
[REDACTED]

DATE: January 22, 2018

SUBJECT: Annual Review of Faculty, Tenure, and Promotion

On January 19, 2018, the tenured faculty in the Department of [REDACTED] [Drs. [REDACTED] (Chair), [REDACTED], [REDACTED], [REDACTED], [REDACTED], and [REDACTED]] met and voted using secret ballot, on tenure and promotion for [REDACTED]. Results of the secret ballot were: Tenure and Promotion to Associate Professor Yes ( 11), No ( 0). (See ACADEMIC POLICY STATEMENT 900417 FACULTY REAPPOINTMENT TENURE AND PROMOTION, Revised January 5, 2011, 2.01, 2.02, 2.03.). It is the recommendation of the committee that [REDACTED] be awarded tenure and promoted to the rank of Associate Professor.



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## DEPARTMENT OF

Date: April 12, 2017

To: Dr. [REDACTED] Chair

From: Dr. [REDACTED] Chair

Re: 2016 Annual Review

The Department Promotion and Tenure Advisory Committee for Curriculum & Instruction (Drs. [REDACTED] (Chair), [REDACTED], [REDACTED], [REDACTED], [REDACTED], [REDACTED], [REDACTED], [REDACTED], and [REDACTED]) met on Wednesday, April 12, 2017 to review the portfolio of [REDACTED] under the guidelines of the FACULTY REAPPOINTMENT, TENURE, AND PROMOTION CRITERIA FOR THE COLLEGE (Revised September 1, 2015). The results of that committee review are indicated below:

### Scholarship:

- 4 publications International/National/Regional/State

### Teaching:

- 4.8 overall
- Outstanding teacher
- Well above College average

### Service:

- 1 university committee
- 4 college committees
- 4 department committees
- Co-Chair of the

### Collegiality:

[REDACTED] is a valuable member of our faculty. She is extremely collegial. She demonstrates respect for the department and the profession. [REDACTED] is visible at SHSU, TWC, and events.





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## DEPARTMENT OF

### MEMORANDUM

TO: Dr. [REDACTED]

FROM: Dr. Daphne D. Johnson, Tenured Professor  
Chair, DPTAC  
Curriculum and Instruction

DATE: March 24, 2016

SUBJECT: Annual Review of Faculty, Tenure, and Promotion

On March 24, 2016, the tenured faculty in the Department of  
Drs. Daphne D. Johnson (Chair), James H. [REDACTED],  
LaPrade, Robert Manning, Marilyn K. [REDACTED], Maurice Nickson, Andrea Foster, and  
Sylvia [REDACTED] met regarding progress toward tenure and promotion for [REDACTED].  
The report of that meeting follows:

#### Teaching

IDEA Average Raw Score is 4.8. The committee noticed positive comments and relationships with her students. Keep up the good work!

#### Research

has six publications and two under review to her credit. She has made 22 presentations over her three years at Sam Houston. The DPTAC would like to see [REDACTED] pursue grant work as well. Her records indicate evidence of sustained research.

#### Service

has served on six department committees, six college committees, and two university committees. Currently, she is Co-Coordinator of the [REDACTED] in [REDACTED]. The DPTAC would like to see [REDACTED] take a leadership role in a professional organization.

#### Collegiality

[REDACTED] a delight to work with. She is always professional, supportive, and a team player. She is a valuable asset to the department.

#### Progress Toward Tenure and Promotion

is making adequate progress toward tenure and promotion

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## **Recommendations**

The DPTAC has a few recommendation for \_\_\_\_\_

- On the IDEA Chart, add an average Overall score for all years of service at SHSU.
- The portfolio cover page as well as the cover pages for all portfolio sections should reflect all years, not just the past year.





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### **Scholarship:**

- 2 Tier 2 publications
- 1 In Press
- 2 Under Review
- 1 NCATE report
- 10 National Presentations
- 7 State/Regional/Local Presentations
- Very little activity in 2014. Borderline on research. Continue to pursue publications

### **Teaching:**

- Superb IDEA scores – 4.6-4.9
- Great student comments

### **Service:**

- 1 University Committee
- 6 College Committees
- 4 Department Committees (Chairs 2)
- Numerous Professional Organizations
- Conference Reviewer
- Editorial Board of a Professional Journal

### **Collegiality:**

- Great!
- Social Committee Chair

### **Strengths:**

- Teaching & Service

### **Recommendations:**

- \* APA format needs work
- Keep publishing and presenting
- Vote: Met Standard-8. Not met Standard-0

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## DEPARTMENT OF \_\_\_\_\_

April 15, 2014

TO:

n

THRU:

Chair

FROM:

, Chair

RE: 2013 Annual DTPAC Faculty Evaluation

### Scholarship:

- 1 State Publication
- 1 In Press
- 2 Under Review
- 8 National Presentation
- 2 State/Regional/Local Presentations
- 1 Workshop
- \$500 Enrichment Fund Grant

### Teaching:

- Superb IDEA scores – 4.6-4.9
- Great student comments

### Service:

- 1 University Committee
- 2 College Committees
- 3 Department Committees (Chairs 2)
- Numerous Professional Organizations
- Conference Reviewer
- Editorial Board of a Professional Journal

### Collegiality:

- Great!
- Social Committee Chair

### Strengths:

- Teaching & Service

### Recommendations:

- 2012-2013 Vita needs correcting
- Dissertation committee work
- Keep publishing and presenting

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## DEPARTMENT OF

April 15, 2013

TO:

THRU:

[Redacted], Chair

FROM:

[Redacted], Chair

RE:

2012 Annual DTPAC Faculty Evaluation

### Scholarly Research:

4 publications in progress

1 book chapter under review

### External Grants

1 enrichment fund Grant

### Presentations

Her strength besides teaching is presentations. She has multiple national and international presentations as well as state. Impressive for first year

### Teaching:

Highest of department. 4.9 Extremely high!

Very impressive teaching scores.

### Service:

2 University Committees. Also departmental committee  
Chairs some sessions and works hard at all committee work

### Collegiality:

Good, contributes to programs and to department. Very friendly and passionate about her work. Excellent colleague.

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### Letter to DPTAC Committee\_Ni

Attached is my narrative for the DPTAC Committee.

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#### Current Vita

1 - Jan 04, 2018



#### Scholarly Activity for Summe

1 - Jan 04, 2018



#### Overall IDEA Chart; Sum & Fa

1 - Dec 28, 2017



#### Letter for Summer 2017 and



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- Summer and Fall 2017 IDEA Report

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