



## **Guidelines for Tenure & Promotion**

**Departmental Mission Statement**

**College Mission Statement**

**University Mission Statement**

**Effective September 1, 2024**

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The structured evaluation and feedback process in the College of Fine Arts and Communication at Lamar University aims to enhance the educational experience for students. Through detailed assessments, syllabi reviews, and peer evaluations, the program fosters effective teaching practices and continuous improvement. This focus on continuous improvement directly benefits students, providing them with high-quality education and fostering an engaging, supportive learning environment. As faculty members develop through this process, they are better equipped to inspire and educate, contributing to the success of both them and their students.

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***Teaching Proficiency and Effectiveness - Tenure and Promotion Observation Form***

Teaching Average Score: \_\_\_\_\_

Learning Average Score: \_\_\_\_\_

T&L Average Score: \_\_\_\_\_

1 = Very Poor; Needs serious substantial improvement

2 = Poor; Needs substantial improvement

3 = Moderate; Needs a fair amount of improvement

4 = Good; Needs Some improvement

5 = Excellent; Needs little improvement

**TEACHING: Faculty member's knowledge of his/her teaching field and ability to articulate this knowledge.**

<b>Develops an Engaging Learning Space</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>N/A</b>	<b>Comments</b>
<i>Begins with appropriate introduction</i>							
<i>Connects content to prior/future learning (Not using transitions between subtopics to help students see the connection between them)</i>							
<i>Presents content in appropriate sequence</i>							
<i>Provides explanation for application of content</i>							

<b>Communicates Effectively</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>N/A</b>	<b>Comments</b>
<i>Avoids reading directly from notes, PowerPoint, etc.</i>							
<i>Avoids too much lecturing</i>							

**Creates a Supportive**







## RESEARCH, PUBLICATION, SCHOLARSHIP, AND/OR CREATIVE ACTIVITIES

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