

CPR Team

Faculty Senate
October 19, 2015

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Background

- The Board of Trustees has a set of policies governing Academic Freedom, Responsibility, and Tenure.
- One of these policies defines the “CPR” process for all UT institutions.
- That policy has been in place, without modification, since about 1998.

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Cumulative
Performance
Review

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The CPR process can lead to termination of a tenured faculty member “for cause.”

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Charge to the Team

- Contract with Education Advisory Board to identify best practices in CPR policies and procedures at research intensive institutions, regional institutions, and medical institutions.
- Ascertain effectiveness of and satisfaction with such policy and procedures at UT units.
- Develop recommendations relative to CPR for revisions, if any, to the UT Policy on Academic Freedom, Responsibility and Tenure.

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CPR Team

- Faculty and administrators from each unit that has faculty (UTIA, UTC, UTHSC, UTK, UTM) and one member of the Board of Trustees.
- Sharepoint site for questions and for information gleaned from people at other institutions.
- Recommendations to be submitted to the UT President by May of 2016.

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Toby Boulet, Associate Professor, Mechanical, Aerospace and Biomedical Engineering, UTK, *Chair*

Vicky Gregg, Member of UT Board of Trustees

Susan Davidson, Professor, Nursing, UTC

Dan Pigg, Professor, English, UTM

Tom Samples, Professor, Plant Sciences, UTIA

Phyllis Ritchey, Associate Professor, Preventive Medicine, UTHSC

Valerie Rutledge, Dean, College of Health, Education & Professional Studies, UTC

Susan Martin, Provost, UTK

Lori Gonzalez, Vice Chancellor for Academic, Faculty and Student Affairs, UTHSC

John Stier, Assistant Dean, CASNR, UTIA

Jeff Rogers, Professor, UTM

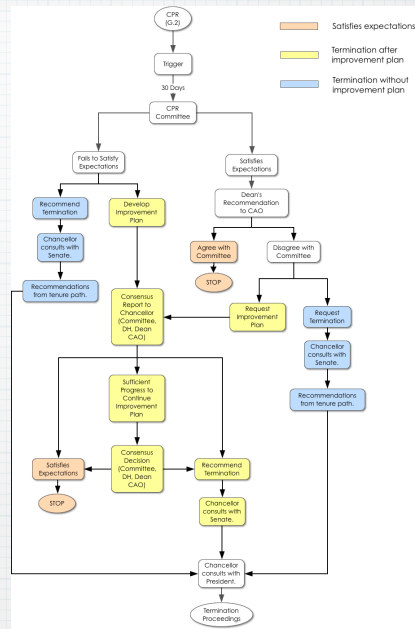
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Trigger

- Based on five-year “rolling window” of “overall” ratings in annual performance reviews.
- Triggered when two overall ratings in any five-year period are “unsatisfactory.”
- Triggered when three overall ratings in any five-year period are any combination of “unsatisfactory” and “needs improvement.”

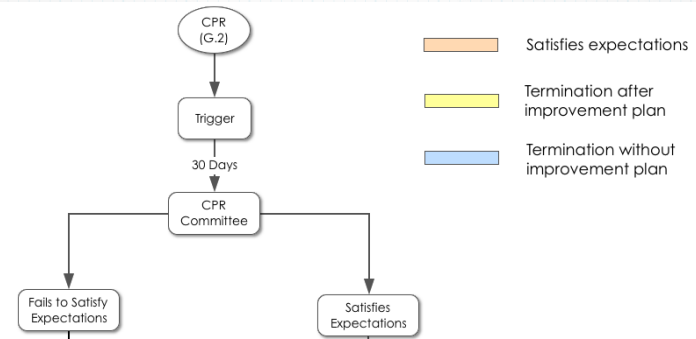
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- Paths ending in orange lead to "satisfies expectations."
- Any path that does not end in orange leads to termination proceedings.
- Each yellow path includes an improvement plan.
- The two blue paths are identical and do not include an improvement plan.



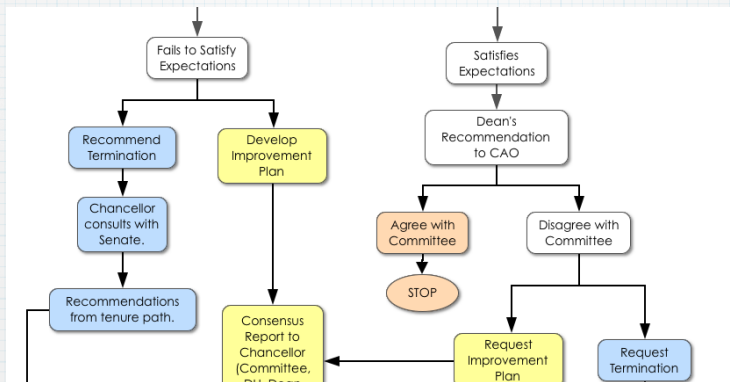
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The Start



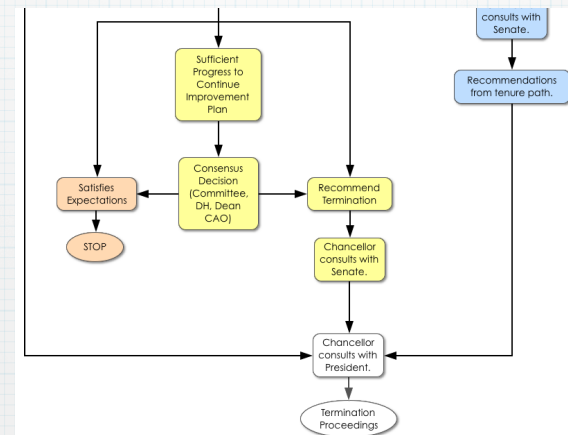
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The Middle



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The End



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Issues

- Duplication between CPR and termination proceedings where they intersect.
- Composition of CPR committee, especially members outside the reviewee's college.
- Clarifying the meaning of consensus.
- Disagreement between an administrator and the CPR committee.
- Timeline.

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Questions?

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