




THE UNIVERSITY of TENNESSEE

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VICE PRESIDENT FOR ACADEMIC AFFAIRS AND STUDENT SUCCESS

## MEMORANDUM

TO: Faculty Senate Presidents

FROM: Katie High   
Vice President

DATE: August 12, 2016

SUBJECT: Recommended Revisions to Cumulative Performance Review Policy

The University of Tennessee's Board of Trustees Policy on Academic Freedom, Responsibility and Tenure was adopted in 1998. The University reviews all fiscal and Human Resource policies on a regular basis, but the Tenure policy had not been reviewed in its entirety since it was adopted by the Board. At the urging of the chancellors and members of the Board of Trustees who serve on President DiPietro's Budget Advisory Group, President DiPietro formed a group of faculty and administrators to begin this review.

During the course of the spring and summer of 2015, this group of faculty and administrators, including members of the University Council, examined policies at other institutions similar to ours and enlisted the assistance of the Education Advisory Board (EAB), a national organization that conducts research on best practices in higher education. Best practice at other institutions identified the following key elements in an effective Post-Tenure Review policy:

1. A firm commitment to the principles of tenure and academic freedom,
2. A philosophy that post tenure review should be implemented and perceived as a positive action, designed to enhance faculty performance, and
3. Language that is unambiguous and a process that is clear.

The University Faculty Council, again upon the charge by President DiPietro, recommended faculty members from each campus to serve on a second group: The Task Force on CPR. Administrators and a member of the Board of Trustees were also selected to serve on the task force.

The members of the Task Force on CPR are:

Toby Boulet, UTK, Engineering, Chair  
Vicky Gregg, Board of Trustees  
Susan Martin, UTK, Provost  
Valerie Rutledge, UTC, Dean, College of Education,  
Health and Human Performance  
Phyllis Richey, UTHSC, College of Medicine  
Jeff Rogers, UTM, Geography  
John Stier, UTIA, Associate Dean, College of Agricultural Sciences  
and Natural Resources  
Tom Samples, UTIA, Plant Sciences  
Susan Davidson, UTC, Nursing  
Dan Pigg, UTM, English  
Lori Gonzalez, UTHSC, Vice Chancellor of Academic,  
Faculty and Student Affairs

Staff: Katie High, Vice President Academic Affairs and Student Success  
Catherine Mizell, General Counsel  
Lela Young, Associate General Counsel  
Karen Brinkley, Research Associate

The Task Force met monthly throughout the 2015-16 academic year and developed a set of "policy elements" they believe will strengthen UT's current CPR policy. When the elements were first developed, they were distributed to the campus Faculty Senates for feedback and recommendations.

Sixty-four pages of comments were received. The comments were reviewed by the Task Force and many, many of the recommendations were incorporated into the revised Policy Elements document that was then shared with the Faculty Senates.

The name of the policy has been changed to Enhanced Performance and Planning Review (EPPR). The objectives of the EPPR process are to: (1) identify situations in which the faculty member's performance failed to satisfy established expectations; (2) provide an orderly process for conducting an in-depth peer evaluation of a tenured faculty member's overall performance; and (3) facilitate cooperation between a tenured faculty member and administration at all levels to identify strategies for improvement.

It is the hope of the Task Force that UT faculty and administrators will find the recommendations to be an improvement of the current policy, offering both the needed clarification and more timely resolution to the process overall.

These elements will form the basis of the EPPR policy. They will be formatted to conform to Board of Trustees policies, but it is not anticipated that the basic elements, the principles, or the procedures will be modified.