

UTK Faculty Senate
**Resolution on Increased Transparency for Aggregate Annual Performance Review (APR),
Cumulative Performance Review (CPR) and Enhanced Post-Tenure Performance Review
(EPPR) Data**

Whereas, tenure and the perception of its security are highly valued assets; and

Whereas, there is broad faculty concern that implementation of the new Enhanced Post-Tenure Review (EPPR) Policy may be used as a means of weakening tenure and/or altering the composition of the faculty rather than its stated goal of assisting faculty career development; and

Whereas, the Faculty Senate has the responsibility of assisting the Administration in all appropriate ways to promote faculty well-being; and

Whereas, increased transparency is one of the most effective approaches ~~of for~~ decreasing faculty uncertainty, skepticism and negative perception; therefore, be it

~~Be it resolved~~**RESOLVED**, that the UTK Faculty Senate request that the Administration disclose all aggregate UTK and UTIA campus APR, CPR, and EPPR statistics to the Faculty Senate annually in a timely manner. The requested data will include the following:

- 1) Aggregate number of faculty receiving “Far exceeds expectations for rank,” “Exceeds expectations for rank,” “Meets expectations for rank,” “Falls short of meeting expectations for rank,” and “Falls far short of meeting expectations for rank” ratings in their APRs parsed by tenure track vs. non-tenure track faculty, with years 2014-2015 and 2015-2016 serving as base lines for future comparisons, and
- 2) Aggregate number and outcomes of EPPR and CPR reviews conducted during the preceding academic year, with years 2014-2015 and 2015-2016 serving as base lines for future comparisons. ~~and~~
- ~~3) Data described in 1) and 2) for years 2014-2015 and 2015-2016 will serve as base lines for future comparisons.~~