CPR AND EPPR: A COMPARISON
CPR: SOME DATA

1998 THRU 2015

• 25 CPR “FLAGS” HAVE BEEN RAISED
• GOOD STANDING: 3
• IN PROGRESS: 4
• RESIGNED/RETIRED: 17
• TERMINATED FOR CAUSE: 1

MOST RECENT CYCLE

• 49 / 2300 REVIEWS – NEEDS IMPROVEMENT
• 4 / 2300 REVIEWS – UNSATISFACTORY
CPR AND EPPR: SOME DIFFERENCES

**CPR**
- 1998
- Name: Cumulative Performance Review
- Short
- Somewhat vague
- Campus establishes procedures

**EPPR**
- Anticipated for October 2016
- Name: Enhanced Performance and Planning Review
- Long
- Precise
- Default procedures delineated
**CPR AND EPPR: SOME DIFFERENCES**

**CPR: CUMULATIVE PERFORMANCE REVIEW**
- **TRIGGERS:**
  - 2 UNSATISFACTORY IN 5 YEAR PERIOD
  - ANY COMBINATION OF UNSATISFACTORY OR NEEDS IMPROVEMENT –3 IN 5 YEAR PERIOD

**EPPR: ENHANCED PERFORMANCE AND PLANNING REVIEW**
- **TRIGGERS:**
  - 1 UNSATISFACTORY IN 4 YEAR REVIEW CYCLE
  - 2 NEEDS IMPROVEMENT IN 4 YR. CYCLE
  - CAN BE REQUESTED BY FACULTY MEMBER
CPR AND EPPR: SOME DIFFERENCES

CPR

• DEAN CONTROLS THE PROCESS
• 5-7 MEMBERS ON COMMITTEE
• AMBIGUOUS LANGUAGE (E.G. “MAY”)

EPPR

• CHIEF ACADEMIC OFFICER CONTROLS THE PROCESS
• SPECIFIES COMMITTEE SELECTION PROCESS AND MAKE UP
• SPECIFIC LANGUAGE (VOTING, RESPONSIBILITIES, REPORTING, ACTIONS)
## CPR AND EPPR: SOME DIFFERENCES

<table>
<thead>
<tr>
<th>CPR</th>
<th>EPPR</th>
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<tbody>
<tr>
<td>AMBIGUITY REGARDING CPR AND GRIEVANCE PROCEDURES AND TIMELINES</td>
<td>SEPARATES EPPR FROM OTHER GRIEVANCE PROCEDURES</td>
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<tr>
<td>AMBIGUOUS TIMELINES (FOR COMMITTEE TO DO ITS WORK, LENGTH OF THE IMPROVEMENT PLAN)</td>
<td>SPECIFIC LENGTH FOR IMPROVEMENT PLAN: NO MORE THAN 18 MONTHS</td>
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