Proposed PPPR Revisions to Faculty Handbook

Faculty Senate
September 17, 2018
What is PPPR?

• All tenured faculty must undergo a “comprehensive performance review” no less often than every six years after the granting of tenure.

• The Board policy permits the staggering of reviews to alleviate the administrative burden.
Development Timeline

- **BOT adopts PPPR**
  - March ‘18

- **Provost’s Office develop campus procedures with Faculty Senate leadership input**
  - Summer

- **Faculty Senate consideration of campus procedures**
  - Sept

- **Procedures to be submitted for BOT approval**
  - Sept-Oct

- **Procedures to be submitted for BOT approval**
  - Nov 1-2

- **UT System and UFC develop template**
  - Nov 1-2
## PPPR Timing

<table>
<thead>
<tr>
<th>Date</th>
<th>Description</th>
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<tbody>
<tr>
<td>Nov. 1-2</td>
<td>BOT to approve campus procedures</td>
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<tr>
<td>Dec. 1</td>
<td>CAO appoints committees</td>
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<tr>
<td>Jan. 15</td>
<td>Committees provided with materials to be reviewed</td>
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<tr>
<td>March 31</td>
<td>Committee reports due</td>
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University-Wide Pool

- PPPR committees to be populated from university-wide pool
  - Every department with a faculty member scheduled for review must nominate 1 faculty member for the pool. Colleges without departments must also nominate 1 member.
  - Colleges will define process by which nominees are selected and recommended to the CAO.
Committee Composition

• CAO appoints committees, in consultation with the deans, from the pool.
  • 3-member committees
  • All committee members must be of same or higher rank as faculty member under review.
  • Only 1 member from same department; this person cannot be the chair.
Materials to be Reviewed

- APPR materials (scope?)
- Performance expectations
- Current CV
- 2-page narrative from faculty member under review that summarizes accomplishments for prior 6 years and goals for next 6 years
- External reviews, but only if deemed necessary by committee or CAO
  - Board mandate
  - To be used only in “rare circumstances”
Committee Report

• Conclusion that faculty member either satisfies or does not satisfy expectations.
• Conclusions and recommendations are decided by majority vote.
• Prepared using format provided by CAO.
  • Enumeration of vote
  • Reasons for conclusion
  • Explanation for any split vote
  • Incongruences between performance and APPRs
Appeals Process

Committee report to faculty member, department head, dean, and CAO

Faculty member and department head have 14 calendar days to provide dean written response

Dean agrees or disagrees with committee determination

CAO agrees or disagrees with dean's determination

Faculty member has 30 days to appeal CAO's determination to chancellor

If faculty member doesn't satisfy expectations, EPPR is triggered
Assessment

• CAO will prepare a report annually for BOT describing any deficiencies in departmental APPR processes and plan for addressing deficiencies.

• Tracking development and compliance costs