

# Proposed PPR Revisions to Faculty Handbook

Faculty Senate  
September 17, 2018

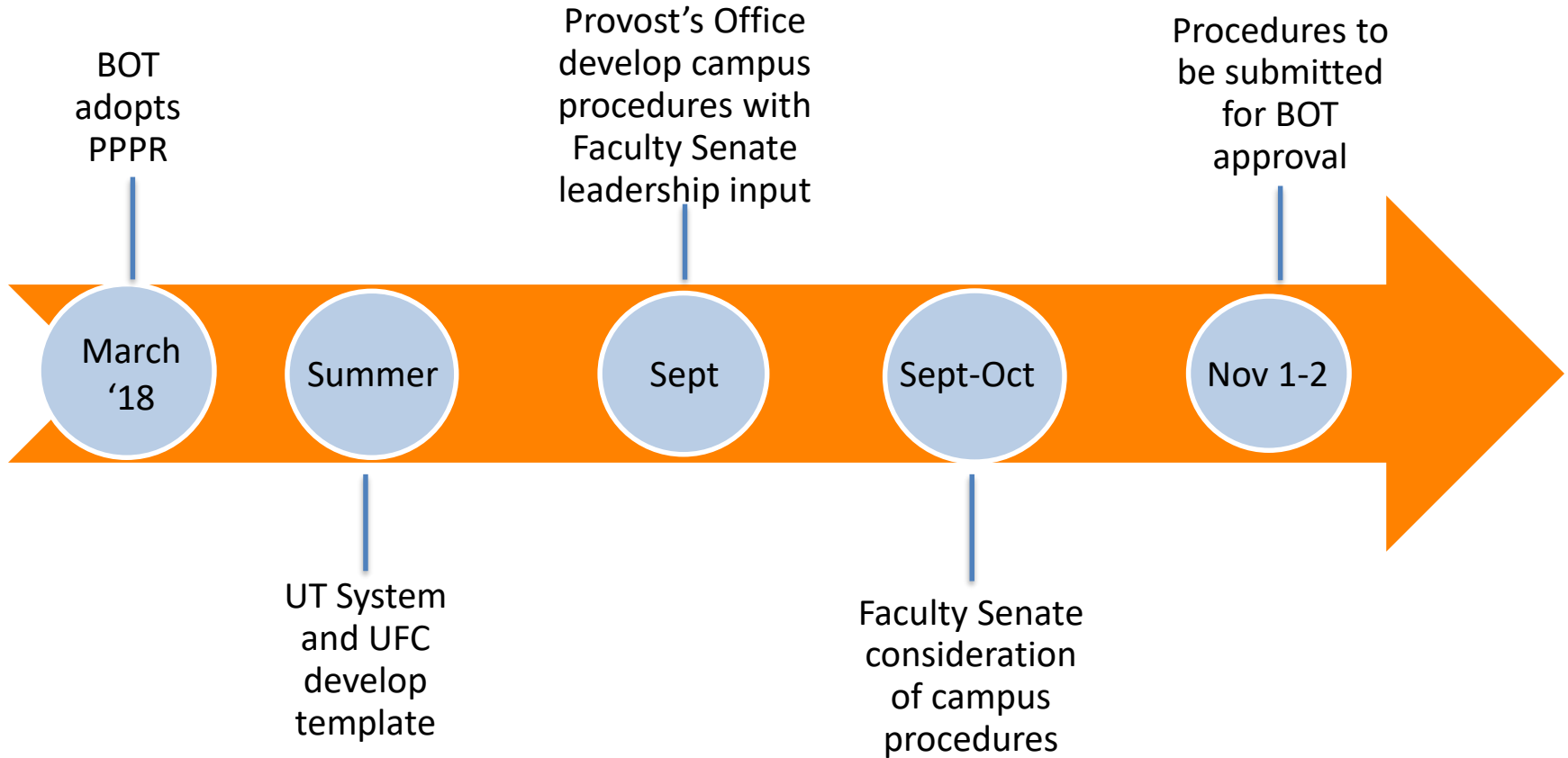


THE UNIVERSITY OF  
TENNESSEE  
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# What is PPPR?

- 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



# PPPR Timing

Date	Description
Nov. 1-2	BOT to approve campus procedures
Dec. 1	CAO appoints committees
Jan. 15	Committees provided with materials to be reviewed
March 31	Committee reports due

# 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