

**Resolution Concerning the Board of Trustees Periodic Post-Promotion Review Policy
October 15, 2018**

WHEREAS, the outgoing Board of Trustees passed in March of 2018 a System-wide post-tenure review policy that requires an additional post-tenure review of every tenured faculty member every six years, and

WHEREAS, Board policy is binding on the Campuses, who are required to comply through a Campus plan and have no procedural opportunity to reject duplicative policies, and,

WHEREAS, Campuses already had post-tenure review in the combined form of annual APPR and triggered EPPR, and

WHEREAS, The University of Tennessee, Knoxville implemented an additional system of post-tenure peer review in the late 1990s similar to the new PTR/PPPR policy that was discontinued after five years; and

WHEREAS, the time and administrative effort required to complete this additional mandated post-tenure review could cost up to 1.2 million dollars in lost time, and

WHEREAS, many of the institutions cited as examples as provided by the System of post-tenure review use a version of the EPPR process we already have in place, and

WHEREAS, it is a common standard among our peer and aspirational peer institutions to have triggered post-tenure reviews based on annual performance reviews, rather than to require all tenured faculty to be the subject of peer reviews every five to six years, and

WHEREAS, such a policy has potential to weaken our standing among other universities by giving the appearance of undermining tenure, regardless of provisions and stated commitments to the contrary,

NOW, THEREFORE, BE IT RESOLVED THAT the UTK Faculty Senate disapproves of the new PPPR/PTR Policy (BT 0006) and calls for the new Board of Trustees to review that policy decision.