

MINUTES

Faculty Affairs Committee

Friday August 27, 2021, 1:00-2:30pm (FS Retreat)

Members Present: Beauvais Lyons, Thomas Berg, George Dodds, Cheryl Greenacre, Justin Jia, Judson Laughter, Mary McAlpin, and Kai Sun.

Members Absent: Jessica Westerhold

Guest: Diane Kelly, Vice Provost for Faculty Affairs

Approval of the Minutes: [April 12, 2021](#) (reviewed electronically by in May by Faculty Affairs)

Attachments:

- 2021-22 Faculty Affairs Committee Goals
- Report to the Provost on PPPR
- Report to the Provost on COVID19 Impacts

Business:

1. Discussion of Committee Goals for 2021-2022 (see attached)
The committee discussed the goals and made minor clarifications in a 8-27-2021 draft.
2. Discussion of Report to the Provost on PPPR.
 - Is this an argument for how UTK and UTIA comply with UT Board Policy, or is it a case for how our campuses interpret board policy? Diane said that this would be part of our campus's efforts to enhance existing evaluation procedures so that PPPR might no longer be deemed necessary by the UT BOT.
 - Initiative #1 would have more substance if it would reference criteria for rank in college and unit bylaws as part of the APPR narrative. Where clear criteria do not exist, bylaws should be updated. Diane said that our committee could advocate for more clarity and structure to what the three-year narratives address.
 - The case for revision of the PPPR procedures should acknowledge that triggered EPPR still exists as mechanism for post tenure review. Diane said that this is about improving our current process so that EPPR would potentially be even less frequent.
 - Initiative #2 should be rephrased to remove the term "probationary faculty" to "faculty during their probationary period."
 - As a mechanism to fulfill UT Board Policy on PPPR, EAPPR seems fine, but there needs to be clarification regarding whether this involves outside reviewers. If EAPPR was to involve college P+T Committees, when would this take place in relation to the work that is typically done in January for promotion and tenure review? These are good questions, and if the committee wants to work on this set of recommendations, this could be determined.
 - There was some concern whether this and other forms of post-tenure review are a good use of faculty and administrative time.
3. Discussion of the Report to the Provost on COVID19 Impacts

- It was remarked that the it is a very thorough and constructive report. The issue of 1.E was raised, with concern about the implications of this for faculty assignment of workloads.
- The committee thanks Diane for reflecting some of the concepts in this report in her instructions to department heads in this evaluation cycle.

4. Adjournment: 2:28pm.

Future Meetings this Semester:

Monday September 27, 3:30-5:00pm

Monday October 25, 3:30-5:00pm

Monday November 22, 3:30-5:00pm