Minutes of AAUP Executive Committee Meeting
September 28, 2015

In attendance: Mary McAlpin (presiding), Lynn Sacco, Nora Berenstain, Toby Boulet, Richard Strange

Agenda

1. Introductions and review of last year’s events

2. Toby Boulet on CPR [Cumulative Performance Review, a process for revoking tenure found in the Manual for Faculty Evaluation and elaborated on in the Revised Policies Governing Academic Freedom, Responsibility, and Tenure, as adopted by The University of Tennessee Board of Trustees in June, 2003].

   CPR has been around since 1998 without modification. Boulet is the UTK faculty representative on a system-wide committee that is looking at the CPR process. The committee is charged with collecting data in order to judge how effective our process is with regard to other institutions and to recommend changes by the end of May 2016. Note: The CPR was designed to deal with very poor annual reviews over a five-year period, not cases of egregious misconduct. Discussion concerned:

   How often does the CPR happen at UTK and how often is a faculty member terminated?

   It seems that once the procedure is started, the faculty member doesn’t really have a chance. Who judges the successful response to the improvement plan?

   There is no consistency in how Department Heads assign review scores.

   Once you’ve been through CPR and satisfy expectations, you restart your five-year evaluation period again.

   It’s frustrating that the Dean/Provost can disagree with the committee’s recommendation (and the Senate’s recommendation) and make their own determination, essentially nullifying the work that was done before.

   It’s not clear as yet where this committee’s work is going. There is a SharePoint site and faculty members are being asked to post questions and suggestions there.

   The AAUP welcomes a document summarizing how many CPRs were initiated at UTK along with the results of these CPRs.
Perhaps we could have a follow-up in the Spring with statistics and the state of recommendations. The statistics will be very important.

3. Planning for 2015/16 school year

Last year’s events were quite successful in attracting attendees and we would like to continue this trend. We will invite Toby to present information to a larger group of AAUP members in the spring, when the Committee has finished its work.

We will also organize a fall event around the issue of legislative and other pressure placed on UTK’s programs, etc. A possible invitee is Donna Braquet, recently in the news for a statement supporting gender neutral pronouns. Other topics/invitees will be considered (maybe include Sex Week faculty advisors). McAlpin will follow up on this.