

Faculty Senate Meeting on the PPE Policy Revision 3/7/11

Carola Wenk

Chair of the Faculty Senate

Amy Jaspersen

Secretary of the General Faculty;
Chair of the Evaluations, Merit, Rewards,
and Workload Committee

Mary McNaughton-Cassill

Chair of the Committee on Academic
Freedom and Tenure (CAFT)

Melvin Laracey

Chair of the HOP Committee

John Frederick

Provost and Vice President for
Academic Affairs

Moderated by: Robert Hard
Downtown repr.: Johnelle Sparks

Vice Chair of the Faculty Senate
Secretary of the Faculty Senate

Announcements

- This meeting will be video-taped
- All materials will be available at

<https://rowdyspace.utsa.edu:443/department/FacultySenate/ForAllFaculty/ppeMeeting03-07-11>

- These slides will be available on the Faculty Senate website:

<http://www.utsa.edu/senate>

Periodic Performance Evaluation (PPE) in Texas

Texas Education Code Section 51.942 requires PPEs since 1998, with a review frequency of at least every six years

“The governing board shall seek advice and comment from the faculty of the institution before adopting any rules pursuant to this section. The advice and comment from the faculty on the performance evaluation of tenured faculty shall be given the utmost consideration by the governing board.”

<http://www.statutes.legis.state.tx.us/Docs/ED/htm/ED.51.htm>

Periodic Performance Evaluation (PPE) in Texas

UT System Regents' Rule 31102 outlines required ingredients for a PPE process.

“Periodic evaluation is intended to enhance and protect, not diminish, the important guarantees of tenure and academic freedom.”

“Institutional policies shall be developed with appropriate faculty input, including consultation with and guidance from faculty governance organizations,”

<http://www.utsystem.edu/bor/rules/30000Series/31102.pdf>

PPE at UTSA: HOP 2.22

- Established in 1998, as part of HOP 2.10 on Promotion and Tenure
 - [Old_PPE_valid_until_June_09.docx](#)
- Major revision in June 2009 and establishment of a separate policy HOP 2.22
 - <http://www.utsa.edu/hop/chapter2/2-22.html>
 - Introduces Performance Improvement Plans (PIP) after an unsatisfactory PPE review but does not specify PIP procedures.
- Provost establishes PIP guidelines.
 - Includes triggering a PIP outside the PPE process
- Faculty Senate passes two resolutions in May 2010 regarding PIP's

Faculty Senate PIP Resolutions

1. HOP Committee Resolution on PIPs:
 - Contains specific wording for a policy to be adopted for PIPs resulting from unsatisfactory PPE decisions.
2. Academic Freedom and Tenure Committee Resolution on PIPs:
 - Triggering a PIP outside the PPE process constitutes a threat to academic freedom and tenure.
 - The annual faculty performance appraisal (HOP 2.11) addresses faculty performance, therefore additional policies for this matter are not necessary.

<http://www.utsa.edu/Senate/fsminutes/2009-2010/FS-Minutes-05-11-2010-approved%5B1%5D.pdf>

PPE at UTSA: HOP 2.22

- Resolutions were not approved by the administration, but the additional PIP trigger was removed from the Provost's PIP guidelines
- Provost proposes a major revision to the PPE policy:
 - Includes details about PIP procedures.
 - PIP has been renamed to FDP (Faculty Development Plan)
- Faculty Senate has to make a recommendation regarding the PPE policy in its meeting on 3/10/11

Concerns about the PPE process

- Triggering PPE or PIP outside the six year timeline
- Review sequence: Departmental committee, department chair, college committee, dean
- PIP / FDP:
 - Possibility of unreasonable expectations without checks and balances
 - Timing, academic freedom
- Faculty involvement in the process

Important Links

- Texas Education Code Section 51.942
<http://www.statutes.legis.state.tx.us/Docs/ED/htm/ED.51.htm>
- UT Regents' Rule 31101 Evaluation of Tenured Faculty
<http://www.utsystem.edu/bor/rules/30000Series/31102.pdf>
- HOP 2.22 Performance Evaluation of Tenured Faculty
<http://utsa.edu/hop/chapter2/2-22.html>
- Provost's PPE guidelines:
<http://provost.utsa.edu/home/ppe/PPE%20Guidelines%202010-11-final.pdf>
- Rowdyspace meeting folder:
<https://rowdyspace.utsa.edu:443/department/FacultySenate/ForAllFaculty/ppeMeeting03-07-11>
- Faculty Senate website:
<http://www.utsa.edu/senate>
- Post-Tenure Review: An AAUP Response
<http://www.aaup.org/AAUP/pubsres/policydocs/contents/PTR.htm>