

**Faculty Senate Committee on Academic Freedom and Tenure Report  
October 11, 2012**

**Comments received from faculty during stakeholder review of CPE Policy HOP  
2.22**

**COMMENT:** see a potential problem with a requirement that no Unsatisfactory occur in any category. Service is so ill-defined as to provide the possibility of vacuously good or bad evaluations. Can it be removed or well-defined?

**NOTE:** Regents' Rule 31102 requires the use of the four categories specified. Also RR 31102 requires that faculty be reviewed in all areas of responsibility. This policy also applies to individuals who may have more than 20% effort towards service. Departmental guidelines should provide sufficient clarity to prevent unjustified evaluations in any category, including service.

**COMMENT:** I believe it is crucial to truncate the three noted findings to two, "Meets Expectations" or "Fails to Adequately Meet Expectations". Having a "result" classification "Exceeds expectations" continually "increases" expectations and inflates the expectations for "Meets Expectations". This ultimately places even the most prolific and productive faculty within the UTSA Community at risk and does little if anything to benefit those in the upper "Exceeds expectations" ranking.

**NOTE:** Regents' Rule 31102 requires the use of four categories specified.

**COMMENT:** I note that "The CPE result may also be used as the basis for nomination for awards or other forms of performance recognition." Conspicuously, the word "merit raise" is omitted. If this will be a merit evaluation for a six-year period, surely it would be appropriate to provide a substantial merit raise (in addition to annual review raise), a fixed amount or fixed percentage increase to the academic base should be provided for all faculty judged to meet or exceed expectations.

**NOTE:** Merit is determined through the annual evaluation process (HOP 2.11 in revision), not the CPE process (HOP 2.22). And "other forms of performance recognition" would seem to encompass merit, but can also suggest the following revision to this section (III.B.) to allow for special merit increases or payments to recognize performance:

"The CPE result may also be used as the basis for nomination for awards, **additional merit payment or increase**, or other forms of performance recognition."