EPPR became effective on July 1, 2017

Specifics related to the EPPR are not yet integrated into UTHSC’s Faculty Handbook. Details about EPPR can be found at the University of Tennessee Policy website, specifically here: <https://universitytennessee.policytech.com/docview/?docid=279&public=true> (for details, review pp. 10-13 and pp. 33-41). All referenced quotes and information below comes from this document. We are in the process of integrating EPPR into the UTHSC Faculty Handbook.

We are under the EPPR system, as described in the above noted policy, for tenured faculty who receive either one overall rating of “Unsatisfactory for Rank” or two overall ratings of “Needs Improvement for Rank” within a consecutive 4-year period. Faculty members may also request an EPPR “*after at least four annual performance review cycles since the last enhanced review (such as a previous EPPR or a review in connection with tenure or promotion)*. (p. 10)

According to the Board of Trustees’ Policies Governing Academic Freedom, Responsibility and Tenure, EPPR “*is an expanded and in-depth performance evaluation conducted by a committee of tenured peers and administered by the chief academic officer*.” (p. 10)

The peer review committee, composed of tenured peers, is still a key part of the EPPR process, in much the same way as they were in the CPR process.

Some of the new specifications in EPPR (note that these are clearly elaborated for EPPR, whether or not they were recognized for our prior CPR process) include:

1. The Chief Academic Officer (CAO), who is UTHSC’s Vice Chancellor of Academic, Faculty, and Student Affairs, administers the EPPR process.
2. The CAO “*may overrule a performance rating assigned by a department head or dean during the annual review process*” as a practice that “*ensures that when an EPPR process is activated by one or more negative performance ratings, the chief academic officer is aware of existing concerns*.” (p. 11)
3. There are specific time frames for each part of the process, so that the process moves along more quickly, thereby benefiting faculty members who experience an EPPR – see item #8 on pp. 39-40 for the key events and deadlines in the EPPR process.
4. A new form was developed that helps department chairs coordinate the annual review (in lieu of the normal APPR) when an EPPR is underway.
5. The policy makes clear that the period of review is the past five annual performance review cycles; EPPR is not a review of the faculty member’s entire career at UTHSC. (p. 33)
6. A faculty member may appeal his or her most recent annual performance rating that triggered EPPR; however, “*any appeal or other process must be conducted without interference or influence from the EPPR, and vice versa*.” (p. 40) So, an EPPR is not put on hold and must proceed simultaneously while any appeal of an APPR is taking place.