

**UNITED UNIVERSITY PROFESSIONS
LABOR MANAGEMENT MEETING
WEDNESDAY, FEBRUARY 22, 2017
SEYMOUR 228
NOON**

A G E N D A

- I. Restructuring**
- II. Lecturers, Instructors, Assistant Professors and the QAR Issues**
- III. Faculty Productivity in Scholarship**
- IV. Activity Insight & Faculty Evaluations**
- V. Environmental Concerns in Brown & Morgan**

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NOTES

In attendance: Dr. Macpherson, Katie Wilson, Wendy Cranmer, Beau Willis, Jim Haynes, Chris Bazzie, Joe Balog, Joe Torre, Pat Domaratz, Brittany Profit-Rheinwald

VI. Restructuring

Joe Torre stated that multiple meetings have been had with Wendy and Jim in regards to restructuring the schools on campus. They have been reassured that no UUP jobs will be lost. Jim and Wendy both agreed this is the case. Pat stated this is the best campus he has worked with in regards to openness and answering questions the union has had. Heidi thanked Pat for his comments and stated that the college is trying to be open and transparent and thanks to Jim for going out to the community to keep the dialogue going.

VII. Lecturer/Instructor/QAR

Joe Torre: We appreciate emphasis on equality and justice to those who have been on campus a long time. Our feedback from our union chat sessions has been both positive and negative. If we go forward we request the same transparencies with this issue. There is some anxiety that we are creating a subclass, permeant under class of academics. The Board of Trustees policy states that the instructor position can become an assistant professor, etc., on a tenure track. We have heard this is in the best interest of the QARs but also a money saving plan. Heidi: Equity is the issue; savings is a by-product in the cost of not having to recruit. This is really about equity. Joe Torre: QAR is being wrongly used across the system. People are concerned that if this is about equity then when not make these people assistant professors? Pat: One point with this issue is transparency—intent is important. Is there a way to accomplish both underlying needs? Wendy: Who was present at the meetings were there department chairs there? Joe Torre: Yes, chairs, executive board members, people this directly effects, etc. Some believe that with their currently title of visiting assistant professor, getting moved to instructor is a demotion for them. Jim: There are two components: Fixing the mistakes in an equitable way. Going forward in a formal way—some departments want a new search rather than keeping the assistant visiting professors. Heidi: It would be helpful to hear the feedback from sessions, clearly unanimously, so as we continue to look at this we can use their feedback. Joe Torre: We will get you that feedback.

VIII. Environmental Concerns

Chris Bazzie: First let me address the power outage. I received a complaint that one person from the building had experienced a headache from the smell of the generator outside of Brown. This was right outside her office. The Engineers

walked the building and no one else had voice concern. The person who did voice concern was allowed to go home. This generation runs weekly and have never had a complaint. We have an engineer looking at it, but we aren't sure if the problem was due to wind direction, or the length of time it was running. There are however no code violations on the generator after inspection. I personally will be present the next time the generator is being exercised to see if anything is working improperly. In 2018 we will be switching to a natural gas generator. As far as construction in the building, all staff will be meeting with us so that we can fill them in on what the renovation will entail, who to contact if something is wrong, and how we are going to keep them safe and comfortable. Joe Torre: Please include the union in on these meetings. Chris: We will, we want to be as transparent as possible so that all understand what is happening. To address the concern with the door from the bridge, ADA does not require a power door. However, we are going to go above and beyond and put a power door in during the construction. Beau: We are working on putting stickers on the door with a number to call if help is needed in the meantime. Chris: Moving onto Morgan. Julie and Larry Bryant toured Morgan and there was no indication of water or mold. They did find a stained ceiling tile from a past water leak. If you know of specific locations that are of concern please let us know so we can revisit in case we missed it. Facilities in the building were not aware of any issues. Beau: Problems with facilities should be called into the service center, we want to help. Joe Torre: Chris, could you please write a Beacon article on this topic?

IX. Activity Insight/Faculty Productivity

Joe Torre: The tool currently used to evaluate faculty and faculty productivity is activity insight. If you look at the Board of Trustees Policy and the Roles and Rewards point to the Deans/Chairs/APT as evaluation for faculty. History, for example, APT is clear on evaluations, as is Roles and Rewards. There is a massive problem—the most productive people are the most concerned. Productivity is no problem since the faculty are being evaluated and that goes up the rank. Data mining is a problem. Activity Insight is problematic when we already have a good policy in place. Activity Insight is faulty, it changes retroactively and misplaced files and is inconsistent. Jim: AI got changed and the old material was saved. System will be restored—all will reopen with appropriate questions. Pages we are concerned about closed, only 4 people accessed the new page before it was shut down. Faculty are responsible for filing annual reports through AI. Many Jr. Faculty made concerns that senior faculty aren't performing the way they should. Joe Torre: That is not true. Davida Bloom showed that only one person had reported that in the data. These are confidential data sets. We aren't comfortable with data mining these at all. They are confidential. Heidi: We hear your concerns—you're saying there a problem with the way we are doing this in the past and how do we correct this in the future? Pat: Activity Insight originally was for data solutions and is now being used as an evaluation, promotion tool, but under Article 3, this isn't being reported in the HR file therefore isn't an official document. Heidi: We need a policy that is fair across campus—we will look at the concerns and address in future conversations.