

UUP Labor-Management Agenda
Tuesday, November 24, 2015
4:00 pm

1. **Drescher leaves.** In response to an inquiry from UUP headquarters, we would like to know how the administration determines which/how many applications for Drescher leaves it will approve each cycle that they are offered.
2. **Clarification: core hours vs. professional obligation.** (This issue was on the previous labor-management agenda, but we didn't get to it for lack of time.) In recent conversations with a number of our professional members, it appears there is a good deal of confusion over the way the College holds its professionals to work during 'core hours', versus the way a professional obligation is described in the Agreement. How would the administration define the difference between these two related, but fundamentally different concepts?
3. **Lecturer reappointment streamlining.** Following up on this topic from our last labor-management meeting, we would like to discuss further the administration's expectations regarding 'continuing professional growth and development' on the part of full-time lecturers. It seems that demanding extensive documentation and proof of such activities in perpetuity for lecturers puts them in a more demanding position than teaching faculty who have access to tenure. If a simpler reappointment process were established which included recommendations from the department and Deans, wouldn't such concerns be adequately addressed?
4. **Policies regarding jointly-offered workshops.** There seems to be some inconsistency regarding the handling of logistics for some of our jointly-offered workshops. Our experience clearly shows that the provision of food increases the numbers of attendees at workshops. In recent memory, we have offered some programs for our members in conjunction with the Provost's office, and there seemed to be no problem simply splitting the cost of food/refreshments offered; on the other hand, with respect to workshops presented with HR that the expenses could not be split, and that we would need to pick up the full cost. Please share with UUP the policy, if any, which HR believes constrains it from sharing the cost of lunch for joint-workshops.
5. **Ongoing confusion regarding administration of family/maternity leave.** Could the administration please clarify how academic faculty members should start and proceed with the process of requesting family leave (i.e., the department chair, dean, human resources, or academic affairs)? Without a clear place to start the process, or an understanding of how to proceed apace, academic members (in particular those who are expectant parents) are spending countless hours over many months trying to figure out the terms of their leave. We believe it would be most useful to have a consistent place to start the process, and a consistent gatekeeper responsible for moving it forward and handling any amendments, alleviating the inordinate amount of stress placed on the member who is already dealing with a stressful situation (pregnancy, caring for a sick loved one, etc.). Who should administrate these decisions, as it is beyond the scope of an academic member's duties?
6. **Diversity hiring.** What steps has the administration undertaken in creating initiatives for ongoing recruitment for tenure track faculty of color (specifically, African/African- American faculty), above and beyond the hires within the Black Studies department, to assist with diversifying the campus?