

**United University Professions  
Labor-Management Agenda  
Monday, October 3, 2022  
3:00-4:00pm  
Miller 405**

**Items of Collegiality:**

1. Thank you, President Bitterbaum, for enjoying with UUP our Welcome Back Membership meeting and fall picnic.
2. UUP is planning a town hall meeting in September to discuss the issue of expanding workload, in preparation for an informational picket in October, during our week of Member Action, on Wednesday, October 5, 12-2pm, Corey sidewalk.
3. UUP would like to present management with postcards indicating the needs of our members and students in the next contract, and we hope that we can confirm Management will be supportive in gaining a fair and equitable collective bargaining agreement.

**Old Business:**

1. Course Teacher Evaluations:
  - a. Has the Committee on Teaching Effectiveness recommended a new software package?
  - b. When can UUP expect to bargain with Management on this?
2. Syllabus Requests and Department Retention of Syllabi:
  - a. Can Management provide an update, following the Faculty Senate endorsement, of their plan for the syllabus requests or department retention of syllabi?
  - b. When can UUP expect to bargain with Management on this?
3. COVID Protocol:
  - a. In what ways is Management working to ensure the safety of academic and professional staff and students in the wake of the current concerning spike in positive COVID cases on campus?
4. Over-enrollment and Staffing Issues:
  - a. The college website currently lists the student to faculty ratio as 15:1. UUP requests information as to how, with our record enrollments, this Common Data Set calculation moved downward from previous years.
  - b. UUP requests information about the loss of staff in dining facilities.

- c. UUP requests information about the loss of student services in Residential Housing such as no Academic Peer Mentors, few Lifeguards, few, or no Graduate Assistants in Athletics areas.
  - d. UUP requests information about the vacant positions, specifically Administrative Assistants on campus, and whether searches are ongoing to refill lost positions.
    - i. UUP is concerned about the lack of services available for students, but equally importantly, about the resultant increase in workload for our members.
  - e. How much adjustment will Management accept for the teaching and professional faculty who must adjust to do more with less?
  - f. Whom should employees contact, in addition to UUP, when Department Chairs fail to approve adjustments in academic planning in courses that are over-enrolled?
  - g. Scheduling of practices for athletic teams, given the current over-enrollment and staffing crises continues to be an issue, and UUP is gathering data to share with Management. In the meantime, can Management agree that having the spring practice schedule available to all Department Chairs would be important as they work to create the spring 2023 schedule? Especially given that there are some teams who practice outside the traditional timeframe.
5. At L-M in September 2022, President Bitterbaum mentioned that the university must become “smaller, but better” in the coming months and years. Does this include accepting fewer students?
- a. What is the rationale for accepting so many first-year students in AY2022-2023?
  - b. What sacrifices will be expected in other departments and areas to meet the continuing needs of the over-enrolled programs in Physical Education, Education, and others? To provide services to these many students?
6. In our discussion at Labor/Management on 4/26, UUP was informed that CAP library positions would be kept in the unit and replaced with librarian lines. Two departures have taken place in CAP recently. When will these two positions be replaced?