

**UNITED UNIVERSITY PROFESSIONS
LABOR MANAGEMENT MEETING
Wednesday October 9th, 12-1pm Seymour Union Room 220**

I. Update on Professional Performance Programs and Evaluations

- *Performance programs from 2024/25: 253/393 complete = 64%*
- *Evaluations 2023/24 are 88% complete*
- *Reminders are being circulated*

II. Campus Fiscal Health – discussion of projected deficit, if any, this academic year.

- *Final numbers will not be available until later in the semester.*
- *November 13th is the date for the budget presentation to campus when things will be clearer*
- *Good estimate at this point is a reduction of the deficit to circa \$1.5-2 million*

III. Discussion about availability of Drescher Leaves

- *UUP president requested that consideration be given to funding more than one Drescher Leave given the campus contribution has been reduced to 20%*
- *President Macpherson reported that she consulted with the provost and a decision has been made to limit Drescher to one per semester – the “cost” may be modest, but if more are funded then funding has to be reduced elsewhere*
- *VP Eileen Daniel also added that campus needs are a factor – this is because applications have often come in the same semester from the same department*

IV. Discussion about conversion policy for long term lecturers to tenure track lines

- *UUP requested an update on the [lecturer conversion policy](#) – also a few new lecturers are keen to seek promotion to Assistant Professor and are unclear how to do so*
- *President Macpherson reported that 11 conversions have been completed, 2 did not move forward*
- *Director of HR Tammy Gouger stated that a policy is in place re. the instructor to Assistant Professor promotion, it can be recirculated to raise awareness.*
- *UUP President thanked President Macpherson on behalf of members as this is a unique campus policy that is helping members gain job security*

