

**UNITED UNIVERSITY PROFESSIONS
LABOR MANAGEMENT MEETING
Wednesday September 18th 2024, 12-1pm via Zoom**

- I. Update on Professional Performance Programs and Evaluations → UUP Chapter President asked about progress on performance programs and evaluations.
 - *Performance programs – 54% complete*
 - *Evaluations 84% complete*
 - *Reminders have been sent out to increase these numbers*
 - *The college is interested in exploring transitioning the PPR to electronic format – we discussed open a dialogue about that transition.*

- II. Discussion about Academic Success Center Services → UUP Chapter President asked about the intention/goal regarding recent communications about services provided by the Academic Success Center
 - *Provost Abraham stated that there had been some miscommunication on this issue*
 - *No changes will be made this semester, and there will be discussion about any changes in future semesters*
 - *Support for writing and math courses will be maintained*
 - *There has been some discussion of switching the model for tutoring. When students reach out for tutoring, instead of ASC staff coordinating a student tutor, academic departments could be contacted to help identify the best way to provide support.*
 - *There is some concern for equity in access for students – meaning that some students are not able to avail themselves of support services as others (perhaps due to work/family responsibilities). There will be discussion about how courses/supports might be re-evaluated with that criteria in mind. Perhaps by considering course content and sequencing. The provost stressed that there is not an intent to lower course standards/requirements, but rather to better align course and student preparation.*

- III. Discussion about training of new supervisors → Chapter President asked about the training of supervisors, predominantly those new to supervising professionals who may be unfamiliar with the PPR process. We noted that UUP recently held a workshop on the topic.
 - *HR reported that all new employees who are supervisors receive training but they hoped to provide more in future*
 - *HR plan to introduce monthly trainings for supervisors*
 - *HR hopes that when the Employee Success Center is established as a physical place it will help facilitate training.*

IV. Discussion about “holistic review” (assessment) and role of adjuncts → Chapter President thanked Provost Abraham for the advanced notice about the assessment day scheduled in May for A&S faculty. Chapter President also asked about the role of adjuncts highlighting scheduling/pay concerns.

- *Provost Abraham recognized the competing roles/responsibilities etc that adjunct professors take on and thus challenges for their participation.*
- *He suggested that while participation from some adjuncts may be desirable, no adjuncts will be mandated to attend.*
- *Provost Abraham recognized that this assessment day is beyond the expectation for adjuncts although assessment per say is not – this means that consideration will be extended and attendance will not be required of any adjunct.*