

**UNITED UNIVERSITY PROFESSIONS  
LABOR MANAGEMENT MEETING  
Wednesday October 22<sup>nd</sup> , 12-1pm Remote via Zoom**

**I. Update on Professional Performance Programs and Evaluations**

Performance programs – 344 of 426 completed = 80%  
Evaluations 271 complete out of 271 = 88%

**II. Discussion regarding Title II compliance**

*UUP President stated that both faculty and staff have raised concerns that there are emerging, and considerable, work-load pressures due to upcoming deadline for compliance with Title II. While no one is opposed to the “spirit” of making things accessible it does present challenges. These involve converting many existing teaching materials, webpages, promotional materials, forms etc. Certain areas of study such as math, science, art, face considerable challenges with conversion. UUP would like to ask whether additional resources be allocated to assist during the transition period.*

In response VP for Management and Finance Ian Harper detailed many actions the college is taking to help with the transition. This includes a taskforce that is presenting across campus regarding various tools available to help with document conversion and compliance. There is a web page detailing many tools as well as contact information here

<https://www.brockport.edu/support/digital-accessibility/>

President Macpherson stated that while the conversion does present a challenge, and one that is federally mandated, it is important for faculty/staff to learn how to use available resources to make compliant documents going forward.

*UUP President stated that while all the resources are appreciated there will be a considerable time commitment for many members to complete the transition and assistance would be appreciated. The problem presented by learning how to make compliant materials going forward is distinct from updating existing ones. Also, the workload the transition presents is not good for overall morale on campus.*

There was some further discussion that concluded with VP Harper stating that there are ongoing discussions about resources in this regard.

### III. Discussion about parking

*UUP President stated that with the increasing number of students on campus, the move to no designated parking is presenting challenges for faculty and staff finding parking. Would the administration consider returning to designating some spots.*

President Macpherson that the college will not go back to designated spots. The issue is one of equity, as many students are commuters/working adults balancing work/family etc and they too need to find the most convenient parking. The number of parking spots is adequate even though some may not be able to find spots close to their buildings.

### IV. Discussion regarding transition to TEAMS phone system

*UUP President asked for clarification regarding expectations for the transition to TEAMS phone calling. We have been hearing that faculty are being asked to be “logged-on” at various times of the day.*

President Macpherson stated that there was no expectation beyond that which was in place prior to the transition. Faculty are expected to be available during office hours and answer calls if they are available, and return messages if they miss calls

### V. Any update regarding instructors and promotion to assistant professor

*UUP President asked if there was any update regarding a policy for instructors to gain promotion to Assistant Professor*

Provost Monica Brasted stated that such a policy would not be pursued at the current time. While the conversion to instructor from lecturer was valuable to all as it extended job security there are concerns about the same for the move to Assistant Professor. The research product needed to gain tenure might be a challenge for some, there is also an associated cost as the teaching load is different for the two ranks.