UNITED UNIVERSITY PROFESSIONS
LABOR MANAGEMENT MEETING
Tuesday October 27th, 1 pm Seymour Union 220

I. Update on Professional Performance Programs and Evaluations

440 employees – 324 performance programs received=74% ;
evaluations 313 of 378 received at 82%
HR will reach out to try to increase the number completed – some are recent hires

II. Follow Up Conversation about remote work:

UUP President asked for an update on remote work – telecommuting program use

Review re. telecommuting: Cabinet has completed their review and will be updating campus within the next two weeks – indications are the news will be positive.

Review re. fully remote IT pilot: Still under review – Cabinet is still exploring this option.

III. Conversation about AI use on campus; including how AI is utilized by TimelyCare

Campus AI Policy – UUP requested information about when the campus AI policy will be available for review and shared that they will be reviewing it to make sure it confirms with the Article 44 of the UUP contract and the LOADING Act

Campus reported the development of the policy is in progress and it will be made available as soon as possible – campus is working to the end of year deadline.

UUP asked if campus could please advise us about how AI is used in Timely Care

President Meza-Soufleris consulted with VP Pam Boersig and received the following:

- *There is no AI component for Timely Care. Each student is connected to a credentialed, licensed provider, whether for counseling or health care – urgently or scheduled.*
- *AI is not used for emergency screening – all human beings.*
- *Students are connected to a live provider – counselor or healthcare – in 5.8 minutes or less, on average, for the urgent care components TalkNow and MedicalNow.*
- *The self-coaching section allows students to select quality resources – articles, videos, self-assessments, etc.*
- *Even the anonymous chat function, where students can share thoughts with other students, is monitored by a person. If there is concerning conversations, we would be contacted.*

IV. Conversation about new faculty orientation

UUP President enquired about the possibility of paying new faculty to attend orientation if it is held outside obligation dates. This is something that was agreed to in principle with prior provost. UUP recognized the value of the orientation and the fact that it was voluntary this academic year.

Campus admin agreed that Prior Provost recognized that if orientation were held outside obligation, it would require extra service if mandatory This year it was voluntary. There may be some complications about payment as new faculty are not yet on payroll. There was a discussion about the possibility of shirting obligation dates. Campus President reported that attendance was strong even though NOT required, and those who did were not paid. Stated clearly new faculty cannot be required to attend. Parties will explore possibilities including to "balance out" obligation dates.

V. Conversation about sabbatical application process

UUP President inquired about changes in timeline for sabbatical application and communication of changes to campus. Also possibility of redressing issues that resulted from lack of awareness of the spring prior to application notification requirement.

Campus Admin – stated that the timeline is published and was presented and communicated to chairs and they thought also on the Daily Eagle. If individuals have been impacted – should reach out about specific situations. UUP asked if these kinds of changes could be communicated directly to faculty rather than only via chairs – acknowledging that communication can sometimes be challenging.

VI. Conversation about Lecturer Ranks – based on new UUP contract

UUP notified campus admin that the new contract creates a promotional series for lecturer titles – the specifics of process for which have to be negotiated at the campus level. UUP will work with campus on this process in the near future.

VII. Conversation about classroom allocation and request for room change practices

UUP reported hearing from faculty that they have been told not to request classroom changes. Asked if there has been a change in practice and where it is coming from Registrar, Academic Affairs; a specific Dean?

Campus admin stated there had always been a process for classroom allocation/changes that ensure accommodations/student needs are prioritized. This may not have always been observed in the past. Scheduling is a complex process – if changes are required, faculty should submit a

“blue form” and channel through Dean. If Dean approves will go through registrar. This policy/process has always been in place but is being enforced more strictly.