



THE AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS, INC.

September 9, 2022

Negotiations Fact Sheet

When UConn-AAUP and the administration negotiate a contract, any new wording that is added to the contract is very carefully studied and discussed for a clear understanding of its intent before it is added. Any wording that is not included in the text of the contract cannot now be included in an interpretation of the contract.

There have been recent disturbing reports from departmental meetings of new requirements without clear contractual support. Reiterating, any new substantive requirement on working conditions must be negotiated with UConn-AAUP.

Below you will find four Claims of disturbing statements attributed to the UConn leadership.

(Please advise Michael Bailey, michaelbailey@uconnaaup.org, if there are other Claims that you think deserve attention.)

Claim 1: Results of an annual performance review shall be reported by Jan 31 of each year.

FACT – Please review the specific language in Article 30.5 B. UConn-AAUP did not agree to a specific template to be used for an annual review and left it up to the departments to determine the timing of the review. January 31st is an arbitrary date that the administration is now trying to impose on departments. It has always been the responsibility of a department head to meet with members of the department on a regular basis regarding their accomplishments for the year and expectations for the coming year. Your negotiation team expressed that the most important piece to this evaluation was a conversation between the department head and the department member, not some new form. The potential for an unsatisfactory rating, and the process to achieve a satisfactory rating, has not changed.

Claim 2: The performance review will lead to Post-tenure review.

FACT: The idea that any individual performance review, or a series of performance reviews, will lead to the removal of tenure **does not appear** in any text in the contract or notes of bargaining sessions. The national and local AAUP will vigorously defend any attempt by the administration to create and invoke a process to remove tenure due to a performance review.

CLAIM 3: Faculty work a 40 hour week and must maintain a presence in the offices during normal business hours of the University.

FACT – Only grant-funded bargaining unit members who must meet requirements of the funding agency are required to log a certain number of hours per week. The majority of bargaining unit members are not “time reporters” and are not required to be in their offices during “normal UConn business hours.” (Indeed, this is impossible for many faculty whose research is external to their offices.)

CLAIM 4: Uconn-AAUP worked collaboratively with the administration on the document Guidance for the Development of Faculty Workload Assignment Policy.

FACT – UConn-AAUP repeatedly informed the administration during this past year that the some of the contents of this document are mandatory subjects of bargaining that needed to be negotiated prior to implementation. The administration has announced on August 23, 2022 that the document was implemented. UConn-AAUP will now take appropriate steps to correct this situation and asks members to refrain from following this document as they create department documents on workload.