

Impact Bargaining  
UCF Proposal #2  
May 3, 2018

The UCF chapter of the United Faculty of Florida demand impact bargaining over the revisions to UCF Policy 4-403.1 Required Elements of the Course Syllabus effective 2/16/2018.

Two major language changes have a profound impact on the instructional assignments of our employees.

“Faculty members teaching in all modalities must also post their syllabi within Webcourses...”

“To ensure students have prompt feedback, and knowledge of their progress, faculty members must record all grades in Webcourses...”

The implementation of this policy will require employees who normally not rely on Webcourses@UCF to distribute the syllabus or record and communicate grades.

To minimize the impact to our employees and students, UFF-UCF proposes the following:

1. The University shall make available face-to-face and virtual Webcourses@UCF syllabus and gradebook training sessions each semester until the beginning of the 2020-2021 Academic Year.
  - a. At least ~~8~~ 5 face-to-face trainings will occur on the UCF main campus
  - b. At least ~~6~~ 4 face-to-face trainings will occur on the UCF Rosen Campus
  - c. At least ~~6~~ 4 face-to-face trainings will occur at the UCF College of Medicine campus
  - d. At least 3 face-to-face trainings will occur on each of UCF's regional campus
  - e. At least 3 virtual trainings will occur.
- ~~2. Employees shall be compensated \$250 for attending a face-to-face training session or \$200 for attending a virtual training session. An employee shall only be compensated once per semester until the 2020 Academic Year.~~
- ~~3-2.~~ 2. The University shall make available and prominently advertise the availability of 1-on-1 Webcourses@UCF technical assistance on each University campus or virtually until the 2020 Academic Year.

4.3. Any employee required to develop or deliver such training or support shall ~~receive receive appropriate adjustments, as needed, to their scheduled work hours or assignments. overload compensation.~~

5.4. ~~Employees who are responsible for processing grade changes will receive a stipend of \$500 each semester they are assigned grade-changing duties.~~

6.5. The University shall make available ~~24 hour, 7 days a week~~ Webcourses@UCF technical assistance. This shall include phone, email, and chat support ~~Monday-Friday during normal business hours, and email and chat support from 8 p.m.—11 p.m. during evenings, weekends and most holidays.~~

7. ~~If an employee's SPOI's can be shown to have been adversely affected due to gradebook issues in Webcourses@UCF, The employee's shall not be penalized on their annual evaluation, promotion and/or tenure, or awards, shall not be adversely affected due to lower SPI ratings because of gradebook issues in Webcourses@UCF.~~

8.6. Employees will not be required to record grades in Webcourses until the beginning of the 20~~2019~~-20~~210~~ academic year.

**Commented [JR1]:** Sherry will discuss with Provost about 1 on 1 instruction courses which include thesis, dissertation, independent study, internships, etc... Mirror financial aid requirement.