

Policy Review Meeting

4/8/2024

UAP policies were discussed 3210, 3260, and 3745

The feedback given was for the following policy, please read below.

UAP 3210

4.4.3 Reference checks

The discussion was held of the changes from “previous supervisors” to “professional references.” It would be ideal to have at least one supervisor give a reference for potential candidates. It is understood that this may not be possible for recent graduates who may have limited working experiences, for those holding a job for a long period of time and may not have several supervisors to list, or for those that exit the job market for an extended period of time. The following are suggested wording for this proposed revision.

- Professional reference encouraged to have a direct supervisor when possible
- Professional reference encouraged to have one being supervisor
- Professional reference encouraged to have one being a supervisor or a faculty member

5.3 Change in employee status

In the new addition where, it states:

Employees in the professional intern classification series may be converted to regular status when progressing to a higher-level position via a career ladder. Refer to UAP 3260 (“Career Development”) for more information on career ladders.

- The question arose about the title Professional intern
 - Is a career ladder the only way to convert to regular status?
 - The addition to the UPA reads as if this is the only way for professional interns to become a regular status.