

## UA Contract Tip: EAB Navigate software 9/24/19

United Academics has received several inquiries from concerned faculty members related to the University's implementation of the EAB Navigate software system, specifically as it pertains to multiple aspects of academic advising but also as it pertains to non-advisee student records that are accessible to professors.

Reviewing this issue, we note that the University has asked faculty to sign a document, titled "*Student Data Systems Access Acknowledgment Form*", which has implications for the Collective Bargaining Agreement (CBA) between the University and United Academics. This document has implications for the CBA in terms of both potential discipline (Article 13) and workload (Article 16). The potential disciplinary implications relate to unauthorized access or disclosure of student records. The potential workload implications relate to the standards and practices of academic advising.

Under the State Employee Labor Relations Act, the University is required to bargain with United Academics any change to terms of conditions of employment (this is referred to as "bargaining the impact"). Because the University has failed to bargain this specific document as well as the details of the implementation of the EAB Navigate system, we recommend that faculty **DO NOT** sign the "Student Data Systems Access Acknowledgment Form" until the collective bargaining issues related to this change in University practices have been resolved. Individuals who may have already signed the document should note that faculty cannot sign away any rights or protections that are granted by the CBA.

We further note that the practice of academic advising is covered by the workload article of the CBA as well as articles describing procedures for evaluation of advising for annual review and reappointment/promotion/tenure purposes. Criteria for these reviews vary by department and are faculty-developed---not imposed by administration. It is inconsistent with the CBA for administrators to communicate new expectations for academic advising (e.g., specific formal documentation of advising appointments) without either (1) explicitly bargaining such changes or (2) faculty-driven review and revision of annual evaluation criteria for advising within each department.

Our Contract Administration Committee (CAC) is communicating these issues to the administration and is prepared to file a grievance, if necessary, to ensure that these issues are remedied in a manner consistent with the CBA.

If you have any questions or concerns about the CBA or this specific issue, please do not reply to this email but rather email the CAC directly at [contract@unitedacademics.org](mailto:contract@unitedacademics.org).

Sincerely,  
UA Contract Administration Committee