Minutes -- March 7, 2000
UPPAC Meeting
Public Affairs Center
Hatmaker Conference Room
University of Illinois at Springfield

Members Present: Monica Carney (UIC), Barb Ferrara (UIS), Mary Ann Fugate (UIUC), Midge Grosch (UAAA), Michelle Houran (UIS), Rita Hunt (UAAA), Beatriz Jamaica (UIC), Lawrence Johnson (UIS), Deb Russell Koua (UIS), Debbie Lee (UIUC), Vera Mainz(UIUC), Kathy Seybert (UIUC), Alice Waldoff (UIUC)

Guest: Chancellor Naomi Lynn

The meeting was called to order by UPPAC chair, Debbie Lee, at 10:35.

1. The minutes from the October 12 meeting were accepted with minor corrections.

2. Barb Ferrara circulated the draft version of the White Paper dealing with the results of the AP surveys conducted on all three campuses. Once the final version of the survey report from the Chicago campus is presented, the report can be finalized. Using the final reports from the Urbana and Springfield campuses, and the preliminary results from the Chicago campus, Barb put together a report that focused on areas of concern that were common to all three surveys. And the commonality of concerns on all the campuses was incredible. The plan is to have a final report at the June UPPAC meeting in Chicago. Once we agree upon the final White Paper it will be presented to President Stukel. We would like to discuss the Paper with him at the October meeting in Urbana.

The draft was discussed in detail, and some suggestions were made for revisions that Barb took under advisement. It was also agreed that an Executive Summary for the report needed to be drafted.

3. Rita Hunt reported on the status of the University Committee on Professional Development. The committee is two years old. There is a working group on each campus. For the moment, the committee is taking a step back from professional development to assess what the response to and implementation of S3 will be. Based on this knowledge, the committee will then formulate a policy on professional development.

HR is developing a 5-year strategic plan. Two things that should be completed this year are: by March -- a training resource Web site; by the end of May -- announcements about training programs can be posted on the Web site. This will provide a forum for advertising on-line training programs and provide a way to access external programs (through Panda and Nessie). The
committee is also looking at Web-based training programs (RFP) that could be used across the institution.

One new development is a calendar that lists all HR programs. This should help publicize the many programs HR sponsors. The future will see increased use of technology for both marketing and program delivery. A needs assessment for professional development is scheduled to take place next year. This year the emphasis has been on the strategic plan.

4. Dismissal/Sanctions Policy and Multiyear Contracts. The issue of Dismissal/Sanctions has been under discussion for many years, but the recent push to introduce multiyear contracts for specific categories of jobs has brought the program forward and many are pushing for a quick decision of the issue. At UIUC, multiyear contacts are scheduled to be voted on in March. UIS voted the policy issue down. UIC has passed the policy but it doesn't include APs. With the possible advent of multiyear contracts, a need for dismissal for cause policy became very important. But many are in opposition to the policy as written. Some of the fears expressed are that it will erode tenure and that it could erode the rights/position of academic professionals.

5. The group talked about extending notice-of-nonreappointment rights to permanent part-time APs (50 percent or more appointment). Each campus must agree on this change because it will necessitate a change in the statutes. The sentiment is positive toward the change in policy.

6. Each campus presented a report of their activities. Since a written handout was circulated for each constituent unit, no discussion will be included here. Anyone wishing to receive a copy of any of these reports may do so by requesting a copy from UPPAC.

7. The schedule for upcoming meetings this year are: June 20 (UIC) and October 10 (UIUC). President Stukel will be invited to the October meeting.

8. A brief discussion was held about passing on the chairmanship of the committee. According to custom, UIS was due to take over in October 2000. But Deb Koua (UIS), who had planned to be chair, is expecting a child and so asked to be released. Debbie Lee agreed to continue on as chair at least through the October meeting and for the entire year if needed.


10. The meeting was adjourned at 2:15

Respectfully submitted,

Alice Waldoff
Secretary, UPPAC