Minutes - October 10, 2000
UPPAC Meeting
President’s Conference Room, 364 Henry Administration Bldg., UIUC
Champaign, IL

Members Present: Carol Bloemer, David Raney, Debbie Lee, Ginger Winckler, Karen Eiw, Kari Dueball, Kathy Seybert, Midge Grosch, Rita Hunt, Vera Mainz

The meeting was called to order by UUPAC Chair Debbie Lee at 10:30 a.m.

1. Debbie welcomed the members to the first meeting of the academic year and called for introductions.

2. The first order of business was to elect a secretary. Vera Mairz of the UIUC campus was elected secretary.

3. President Stukel was introduced. Debbie Lee had sent to UPPAC members and to President Stukel a copy of the final UPPAC white paper that dealt with the results of the AP surveys conducted on all three campuses. This provided the framework for President Stukel’s comments to the group.

President Stukel remarked that the issues mentioned in the white paper were not new issues: professional development, salary, advancement, and training of supervisors. He stated that professional development is going to be a key in the major transition at the University in the next years when ERP is implemented. ERP (Enterprise-Wide Resource Planning) is the software that will replace all of the university systems dealing with HR and payroll, student systems, purchasing, and accounting systems. It will change the way the University does business and will impact the working lives of many academic professionals. Training in supervisory skills, leadership, and team-training will be keys in successfully implementing ERP in the next 5-8 years. Other changes that will impact the University in the near future that are layered on top of the ERP are the economic development/research park, online education, and the overall impact of technology on the academic environment. The University will be investing a lot of money in professional development to bring the institution into the 21st Century.

Although he recognized salary was a big issue, he stated it was more of a campus issue, as the allocations are made by the Chancellors and Provosts. In terms of opportunities for advancement, with no current salary structure for academic professionals, everyone is a "free agent." Also affecting this issue is the lack of career paths for many academic professional positions. President Stukel would like to see a more structured system for academic professionals. He believes the implementation of ERP may demand this. A more structured personnel system for academic professionals might allow for more movement between campuses. He would like to see all policies exactly the same on all campuses, as well. He will be
consolidating more services in one place (centralization of activities that can be done electronically).

He also discussed that by 2025, knowledge is supposed to double every few days, which will make life-long learning a must for workers. Job security will continue to be an issue, and he said that professionals should ask themselves whether they will be able to adjust to jobs in transition.

Stukel agreed to give copies of the white paper to his Policy Council to ask for their feedback on the recommendations of the report. President Stukel then took questions and after a few questions, he took his leave.

4. The minutes of the meeting of March 7, 2000, were approved and accepted without revision.

5. Vera Mainz gave an update on multi-year contracts and the dismissal/sanctions policy. The statute amendment for multi-year contracts passed the UIC and UIS Senates in 1999-2000. However, when this amendment was introduced in the UIUC Senate discussion centered upon two issues: use of the multi-year contract to erode tenure and the lack of a dismissal/sanction policy for those employed on multi-year contracts. The UIUC Senate directed USSP to formulate an amendment to the Statutes which would address a dismissal/sanction policy for those employed on multi-year contracts. USSP elected to introduce an amendment which would affect dismissal/sanctioning of all academic staff (including academic professionals) other than tenured/tenure-track faculty. In the spring 2000, the UIUC Senate further directed USSP to delay re-introduction of the amendment concerning dismissal/sanction policy for those employed on multi-year contracts until the language of the Statute amendment concerning sanctions less than dismissal for tenured/tenure-track faculty cleared Senates Conference and was accepted by the UIUC Senate.

6. Ginger Winckler distributed material relating to the extension of non-reappointment rights to those academic professionals whose appointments are >50% FTE. Currently, non-reappointment rights for academic professionals apply only to those whose appointments are at 100% FTE. The material related to the UIUC PAC’s request to the UIUC USSP committee to draft an amendment to the Statutes allowing this extension. USSP is drafting this legislation and it will be introduced to the UIUC Senate in fall 2000.

7. The University Committee on Professional Development has made its recommendations and is not now meeting. A member of the Office of Human Resource Development reported that their office now has a training resources page, which is linked the AHR’s webpage. They have also expanded the utility of the HRD webpages, and offer links to resources that offer training, including colleges and universities, on-line courses, organizational training need assessment, and a web-based training program for many of the common software programs. This web-based program will be available to all faculty, staff, and students at no cost, and can lead to technical certification.
8. Each campus represented on UPPAC gave a campus report. Refer to the written summaries for UIC and UIUC.

9. There was a discussion of future meeting dates, including the need to meet more often in order for the group to attain some continuity. The suggestion was made and accepted to attempt to meet four times in the next year, using video conferencing to make the task easier. Suggested dates were: Feb. 6, 20; Apr. 10, 17; June 5, 12; Oct. 9, 16. Debbie was going to coordinate checking into the about availability of video conferencing rooms on the three campuses and report back to the committee via email.

The meeting adjourned at 1:30pm.

Respectfully submitted,
Vera V. Mainz