Minutes – April 17, 2001
UPPAC Meeting – video conference
UIUC - President’s Conference Room, 364 Henry Administration Building

Attending:
   **UIUC:** Ginger Winckler, Vera Mainz, Debbie Case Lee, Kathleen Pecknold, Rita
   Hunt, Margaret Grosch
   **UIC:** Kari Dueball, Catherine Foley-DiVittorio, Karen Ein, Joyce Winn
   **UIS:** Deborah Koua, Jonathan GoldbergBelle, Carol Bloemer

1. The meeting was called to order by Chair Debbie Case Lee at 1:10pm. This meeting
   was the first time UPPAC members have used video-conferencing.

2. Discussion was held on changing the terms of service for UPPAC members.
   Currently, members are appointed by the President to one year terms, and the current
   bylaws would allow someone to be appointed for three consecutive one year terms. Part
   of the discussion focused on the need for continuity and experience. It was suggested
   that one should have served on the campus PAC or APAC for at least one year before
   being appointed to UPPAC.

   Motion was made and carried to change the bylaws to reflect appointments for two year
   terms and four meetings per year. President Stukel will need to be contacted for approval
   of this change.

   There was also discussion of having the appointments to UPPAC begin on cycle with the
   appropriate PAC/APAC terms. These vary for the campuses: UIS – May; UIC – Aug-
   Sept.; UIUC – June. No conclusion was reached with regard to a recommendation to the
   President on this matter.

3. The minutes were discussed. Any changes were to be sent via email to V. Mainz, who
   would ask for approval via email if any amendments were received.

4. UIS representatives reported that they are doing a new study looking at peer
   institutions. A salary comparison will come out of that study which will hopefully allow
   their Provost to continue the support AP’s have enjoyed in the past.

   Discussion centered upon the need to actively lobby the campus Provosts and
   Chancellors to address AP issues. In general, faculty salaries form the basis for salary
   dollars, the staff union contracts determine their “piece of the pie,” and AP’s tend to
   disappear. For example, last year AP salaries were allowed to increase along with those
   of the faculty if the units reallocated the funds to do so.

5. Vera Mainz gave an update on multi-year contracts and the dismissal/sanctions policy.
   Currently, the dismissal/sanctions Statutes amendment for tenure-track faculty (ST-30) is
   still in Senate Conferences. When the language for that amendment is clarified and
   approved at all three campuses the UIUC campus will be able to provide language for a
sanctions amendment for those other academic staff affected by the ongoing discussion of amending the statutes to allow for multi-year contracts. A question of service-credit maintenance was brought up during the discussion with regard to these amendments, but no clear answer could be given.

6. Vera Mainz reported on the Statutes amendment which would extend the notice of nonreappointment rights to AP’s on 50% or greater FTE appointment. This has been passed on the UIUC campus, and will be sent to the other campuses for discussion and vote this fall. Ginger Winckler asked the other APAC/PAC’s to pro-actively support this amendment on their campus. The URL for this amendment is http://www.uiuc.edu/providers/senate/sp0105_2.pdf.

For information purposes, these are the URLs for the campus Senates:

UIC: http://www.uic.edu/depts/senate/
UIS: http://www.uis.edu/campussenate/
UIUC: http://www.uiuc.edu/providers/senate/

7. Rita Hunt informed the group on the upcoming opportunities for professional development.

   1. A web-based training option called University's Xtreme Learning is now available via http://hrweb.uihr.uiuinois.edu/ulc/.
   2. The University commitment to professional development is noted by the recent appointment of someone as Training Coordinator at the University level.
   3. A University-wide survey is currently underway to assess the organizational training needs. Five groups are being surveyed, with the response rate from “all employees” running about 15%, and that from Deans, Directors and Department Heads about 30%.


   1. UIS – A new Chancellor just took office (April 16, 2001), so they hope to open a dialog concerning these issues as soon as is possible.
   2. UIUC – A Council of Deans retreat led to 1) the setup of a fund for professional development. The Prov; 2) discussion of possible grouping of AP titles to enable the establishment of a possible “career path;” 3) discussion of salary enhancement funds for AP positions. The conclusion was that the allocation processes are so decentralized that AP’s may “suffer” in comparison to faculty in any effort to correct perceived salary inequities.

9. Campus Reports.

   1. UIC – Mechanism for professional development continue to focus on open houses and brown bag lunches. Recent open houses concerned contracts, 'smarts-in-safety,' and stress management. UIC has ~1400 AP’s and about 40-50 turned out for each open house.
2. UIS – 1) The campus has a new Chancellor, Richard Rinkheisen. APAC served on the search committee and reported to APAC on the process of the search. The Chancellor will attend the May 10th meeting. 2) The search for Provost/VCAA is not concluded. APAC participated in that search via a teleconference of the APAC executive committee with the search firm. 3) The Provost supported an all-day seminar on March 9th focused on leadership. Fourteen faculty and staff participated. 4) The permanent entrance marker is still not in place due to manufacturing problems. 5) Elections are coming up. 6) APAC hosts a Holiday Reception in December. Usual attendance is ~ half of the AP’s on campus. 7) Capitol Scholars program is starting – the first class of freshman will arrive this fall. A residential hall is being constructed. 8) There is discussion of inclusion of AP’s into the faculty grievance and mediation policy, especially since AP’s do not have access to the current mediation process. [Note: UIC has a mediation process which handles all processes and employee groups.]

3. UIUC – 1) Notice of nonreappointment for 50-100% FTE passed through UIUC Senate; 2) Dean’s Retreat highlighted the large number of AP’s on campus and was sponsored by the Provost; 3) CAPE Award Hall of Fame is now on display in the Illini Union Bookstore; 4) formed a special subcommittee to look into PAC’s interaction with the UIUC Senate.

10. It was noted that the Chair position rotates to UIS this fall.