UPPAC Meeting Minutes
October 15, 2002
364 HAB, Urbana

Attending:

**UIUC:** Danda Beard, Vera Mainz, Kathleen Pecknold, Dave Robson, Glen Whitmer

**UIC:** Kari Dueball, Gladys Garza, Marietta Giovannelli

**UIS:** Carol Bloemer, Jonathan GoldbergBelle, Lawrence Johnson

**UA:** Margaret Grosch, Wendy Greeson (in place of Maureen Parks), Stacey Wilson

1. The meeting was called to order by Kari Dueball at 10:33 am. All present introduced themselves. Kari welcomed President Stukel.
   
   a) President Stukel reported that there is a hold on ST54 (Amendment to the Statutes, Article IX Section 10, Non-reappointment of Academic Professional Staff, regarding non-reappointment rights for AP staff employed 50-99% time). He does not think he could get this passed by the BOT. Therefore, at this time he will not take it to the BOT.

   b) With reference to UPPAC’s letter of June 14, 2002 to President Stukel outlining a list of suggestions that could result in budget savings, the President said that our suggestions “show caring”. He would pass these on to Chet Gardner on the afternoon of October 15. President Stukel advised that next year will be a difficult year. He further advised that the University of Illinois’ overhead is 5% and for 25 years reports of spending have been reported in the same manner. President Stukel cited research and serving the community as benefits to the State of Illinois.

   c) Next year, President Stukel advised, we could be hit for another $80 to $90 million. The State of Illinois has at least a $1 billion deficit. The $100 million pledged to K-12 will probably come from Higher Education. A mid-rescission is forecast. The President suggested that furloughs are the only answer. We need to protect academic programs. Decisions have not been made on salary increase.

   d) President Stukel advised that the Domestic Partner Benefits will be brought to the BOT. Incentives for Personal Savings Retirement are always in the package but, we do not have money to do it this year. With reference to the BOT and governance, the next three BOT appointments are critical.

   e) When he was asked what APs can do to help, President Stukel suggested that we invite a BOT member to an AP meeting (when advised by him).
2. Suggestions were made by various committee members to:
   a) send a letter to Michele Thompson thanking her and expressing our thanks for President Stukel’s support
   b) create a Stukel Award for APs who epitomize the President’s hardworking philosophy

3. It was decided that Kari Dueball would draft a “non-political” letter reflecting how grateful APs are for President Stukel’s support. The letter would be sent to him. It was anticipated that after his reading of the letter he would make a decision as to whether or not to forward it to the BOT.

4. Kari Dueball was elected chair.

5. The minutes of the meeting of April 16, 2002 were reviewed. A motion to approve was made, and seconded.

6. Kari passed a list of names around. She asked everyone to make notes to clarify their status on UPPAC.

7. Old Business
   a) Multyear contracts and sanction short of dismissal policy -- each campus needs to formulate specifics.
   b) Notice of non-reappointment for APs 50%-99%.-- Kari asked if we need to call this to the President’s attention again at a later date.
   c) Website responsibility was discussed.
   d) Kari distributed information on Clerical Support for UPPAC. Expenses related to this meeting go to Stacey Wilson. Stacey will serve as Clerical Support for UPPAC. It was determined that next year Stacey will take minutes. For the first year of Stacey’s term, a member of UPPAC will take minutes.

8. Campus Reports
   a) UIS
      - Visitors attend their AP meetings – for example the Provost.
      - There are budget concerns -- concerns regarding salary increases.
      - There is a need for more data regarding equity issues.
      - In reference to professional development this is the second year of funding for this campus. Some of this money will be set aside for business practices workshops.
      - Work is being done in conjunction with the Civil Service Advisory Committee on staff issues as they relate to the campus.
A grievance policy has been adopted and remediation procedures are in place.
An Ombudsperson is in place.

b) UIUC

- Elections have doubled the membership of UIUC’s APAC, now at 20 members.
- Formed standing committees: Election and Redistricting Committee
  Budget and Business Committee
- A survey is being drafted and will be out soon.
- A resolution of support for Domestic Partner Benefits was put together and given to the Chancellor.
- Grievance procedures were upgraded.
- Trying to meet with the Provost and the President.
- Have Senate representation (voice and vote).

c) UIC

- As per attached written report.

9. New Business

a) Future meeting schedule was discussed. October meeting needs to be in Urbana because of meeting with the President. Suggestions for places to hold remaining meetings included Kankakee, Bloomington, and Pontiac. Teleconferencing was accepted for the Winter (January 21<sup>st</sup> meeting in the morning). The Spring (April 15<sup>th</sup> meeting) will be held elsewhere from 10:30am to 2:30pm. On June 17<sup>th</sup> the Summer meeting will be conducted by teleconference or, somewhere from 10:30am to 2:30pm.

b) Wendy Greesen from University Training Opportunities presented information on E-recruiting. Flyers were passed out. A free program is offered at UIC and UIUC. Transportation to a training site will be provided for UIS at a cost of $5.00. This is a hands-on interactive class. It was suggested that anyone who is involved in the recruiting process of APs would benefit from this training. Wendy asked UPPAC members to recommend individuals to help generate ideas for training sessions.

c) Kari asked if each member of UPPAC had received an e-mail from her. Everyone replied affirmatively.

A motion to adjourn was made and seconded at 2:07pm.