

UPPAC Meeting Minutes
April 17, 2003
Satellite Conference

Attending:

UIUC: Danda Beard, Vera Mainz, Mary Ellen O'Shaughnessey (in place of Kathleen Pecknold), Dave Robson

UIC: Liz Bunte, Kari Dueball, Catherine Foley, Marietta Giovanelli

UIS: Carol Bloemer, Jonathan GoldbergBelle, Sherry Hudson

UA: Margaret Grosch, Maureen Parks, Stacey Wilson

1. The meeting was called to order by Kari Dueball at 9:50 am. All present introduced themselves.
2. The minutes of the January 23, 2003 meeting were reviewed and updated. A motion to approve was made, and seconded. (See attached revised version.)
3. Old Business
 - Notice of non-reappointment for APs 50%-99%*
 - Sanctions short of dismissal*
 - Multi-year contracts*

*all tabled (indefinitely) due to budget concerns

Midge Grosch asked Maureen Parks for past records of UPPAC formerly maintained in Human Resources, and arrangements were made to transfer those records to Academic Affairs, where records are now housed and will be maintained in the future.

4. Campus Reports

a) UIS

- Three APAC meetings have been held with Human Resources over new policies to bring the campus into line with the other UI campuses as far as workplace violence, job screenings, drug testing and other issues. A committee re-reviewed one of the policies aimed partly at APs and partly at staff (not faculty). There was some confusion among the UPPAC group about which general policy was being examined by the UIS PAC. The UIS campus will submit the policy to UPPAC for clarification.
- The PAC met with the Chancellor in April about formation and implementation of policy, and to try to determine what the relationship is between PAC and the Chancellor. The meeting was positive, but tense at times. There appear to be fewer regular meetings overall, fewer meetings regarding budget, and fewer search committee meetings, which is a concern of the PAC.

- ❑ The campus senate met about the budget and about lowering the minimum number of credits for transfer students from the 40's to the 30's.
- ❑ The AP salary committee is pushing hard to keep staff salary equal. A template has been established to examine 11 external institutions viewed as comparable in salary and the Human Resources office was contacted at each of those. The committee will keep this data on hand so that when budget times are better the equity issue can be addressed. Jonathan will distribute the documents with the policies.

b) UIUC

- ❑ Academic Human Resources conducted a survey of all APs requesting information on issues and ranking of those issues' importance. Salary equity, performance appraisals, and parking appear to be number one, two, and three, respectively. A more complete report is expected later. Three committees were formed to look into these issues.
- ❑ The CAPE awards were made on April 4th.
- ❑ CAP met with President Stukel and Chancellor Cantor, where the discussion focused primarily on state budgetary problems.

c) UIC

- ❑ The PAC met with Chancellor Manning, who was very frank about the budget situation and how it will affect APs. The PAC would like to make this meeting an annual event.
- ❑ LEAP employee development program will be implemented next year.
- ❑ Spring Open house was held, featuring Provost Tanner, with approximately 40-50 in attendance.
- ❑ The election of next year's representatives is currently under way.
- ❑ June is the designated period to meet with supervisors on employee development.

5. New Business

- a) This will be the 3rd year that the Urbana CAP has hosted the Committee for Institutional Cooperation. Representatives from the CAP of the Big 10 schools plus Chicago come together at the CIC Center. This meeting serves as a platform to see how other institutions deal with salary, grievances, and commonality of benefits. The next meeting is June 9th and everyone is invited. Vera Mainz will distribute the document listing the campuses.
- b) Pay dates are changing on the UIUC and UIC campuses from the 20th to the 15th. Details are being worked out for a loan program due to a cash

flow problem for UIUC employees. The other campus has not been affected negatively.

- c) A schedule was discussed for future meetings. It was decided that the June 17th meeting will be another videoconference, due to the inconvenience and expense of traveling. The October meeting will be face-to-face on the Urbana campus (with the President) at a date and time to be determined later.

A motion to adjourn was made and seconded at 10:35am.