UPPAC Meeting Minutes
January 23, 2003
Satellite Conference

Attending:

**UIUC:** Danda Beard, Vera Mainz, Mary Ellen O’Shaughnessey (in place of Kathleen Pecknold), Glen Whitmer

**UIC:** Kari Dueball, Catherine Foley, Gladys Garza, Angela Yudt (in place of Liz Bunte)

**UIS:** Sherry Hudson, Lawrence Johnson

**UA:** Sheron Freeman (in place of Maureen Parks), Margaret Grosch, Stacey Wilson

1. The meeting was called to order by Kari Dueball at 9:37am. All present introduced themselves.

2. The minutes of the October 15, 2002 meeting were reviewed and updated. A motion to approve was made, and seconded.

3. Old Business

   a) **Notice of non-reappointment for APs 50%-99%** -- per Vera Mainz, the President has tabled bringing this to the Board until the fiscal climate is better and will take no action until the 3 new Board members are appointed.

   b) **Sanctions short of dismissal** -- Vera will send to Kari Dueball, and Kari will distribute, drafts of 3 documents that the Urbana CAP is working with.

      i. **Statute that gives sanctions short of dismissal for tenure track faculty.** The board wanted this as a means to discipline faculty rather than dismissal. This passed last year and we would like it extended to all academic staff. Hopefully it will save jobs. Sanctioning control will be via PAC groups.

      ii. **Current Article amendment with suggestions for changes.**

      iii. **Draft of implementation procedure.** Each campus would designate its own disciplinary steps.

   c) **Multi-year contracts** -- Passed at UIC, did not pass at UIS, and tabled at UIUC. Some viewed it as an attack on the tenure system. Probably will pass once sanctions short of dismissal passes.

   d) **Senate representation**--

      - UIUC does have more visibility than the other two campus PAC’s. CAP can vote in committee structure, but not as
members of the Senate. They are full members without a vote and serve on 9 committees.

- UIS also has senate representatives, one from APAC and one from the Staff Advisory Council.
- UIC has no voice in the senate at this point but would like to be involved since decisions made ultimately affect the group. Will plan to attend open meetings and will propose to become more involved, at least as ex-officio. Senate committees might be a possibility, as well.

4. Campus Reports

a) UIS

- Visitors are still attending AP meetings – for example the Dean of the Library.
- There are concerns of a rescission. Direct approval is still needed by the Chancellor before refilling positions.
- Salary equity issues – Planning and Budgeting has endorsed addressing this issue, including Civil Service personnel.
- Professional development – a $20,000 grant from the Provost’s office has been awarded to AP’s for conferences, workshops, etc. There was a total of $28,000 in requests. Disbursements totaled $15,000, and $5000 is being held due to the rescission concerns. May use the remaining funds to develop an office policies and procedures conference for APs.
- APAC sponsored the original technology fair and they co-sponsored this year’s fair, which was very successful. Various campus units displayed innovations and different ways of using technology.

b) UIUC

- A survey was drafted and sent electronically to all APs requesting information on issues and ranking of those issues’ importance. There was a 50% response. A subcommittee will now format an agenda of those issues to pursue with the President and Chancellor. Salary equity and parking appear to be number one and two, respectively. A more complete report is expected later.
- CAP membership has doubled and is now at 20 members.
- There were several grievances this year. Have had formal grievance training annually on how to deal with the procedures.
- Met with the Provost and the President separately regarding the budget issues, benefits, salary, SURS, Chief Illiniwek, and domestic partnerships. The domestic partnerships issue has been tabled for now because the new Governor may take care of this issue, as he mentioned it in his campaign.
- Planning to meet with the Chancellor in March
- Planning for elections in April

c) UIC
- Annual CAPE ceremony was held. The Chancellor’s award honored 4 APs this year instead of the traditional 3.
- Open house was held in the fall to bring APs together. Chancellor Manning gave a presentation and took questions. Will plan to ask her back for the spring open house in March.
- The employee development team is moving forward with a policy to present in the new budget year. Departments would set aside money for conferences to help offset costs and the plan covers release time and flex time. The Vice Chancellor is implementing a strategy of staff exchanging at the division level to help smaller units that have office coverage issues. Kari will distribute this policy to the group.

5. New Business

a) Future meeting schedule was discussed. It was decided that the April 15th meeting will be another videoconference, due to the inconvenience and expense of traveling. The October meeting was discussed. It was decided that the group will try to meet later in the afternoon so that an evening social gathering and dinner could be held at Vera Mainz’s house.

A motion to adjourn was made and seconded at 10:48am.