UPPAC Meeting Minutes  
Satellite Conference  
April 20, 2004

Attending:  
UIUC: Danda Beard, Vera Mainz, David Robson  
UIC:  Liz Bunte, Kari Dueball, Cathy Foley-Divittorio  
UIS: Sharon Hutson, Carlyn Shank  
UA: Margaret Grosch, Jamie Painter, Stacey Wilson

1. The meeting was called to order by Vera Mainz at 9:07am. All present introduced themselves.

2. The minutes of the January 27, 2004, meeting were reviewed and accepted.

3. Old Business:

   a. Vera Mainz notified the group that she had been named to the Presidential Search Committee. The group has met once already and will plan to continue meeting every two weeks until the search is over. The Board will be hiring a search firm by the end of April and will possibly be creating a website to track the status and progress. The search committee should be able to forward names to the Board of Trustees by the middle of October or November and hopefully have on-site interviews by August of 2005. Sherry Hutson expressed interest in having Vera Mainz speak and answer questions for the APAC at UIS. Vera agreed and recommended bringing Dean Ghosh, as well, and Vera volunteered to do the same for UIC. Vera also noted that the letter to the Senates Conference and Board of Trustees requesting stronger representation by academic professionals will be attached to the minutes.

   b. The CIC (Committee on Institutional Cooperation, http://www.cic.uiuc.edu/) meeting of AP representatives is June 13-14, 2004, at the Big Ten Conference Center. Vera Mainz recommends that one person from each campus go, however she will be unable to attend due to prior commitments. Any names and alternates should be submitted to Vera for travel and hotel arrangements and she will direct them to Charles Evans in the office of the Vice President for Academic Affairs. Vera will post the information on a web site of her own but CIC will host the “official” web site.

   c. The letter to President Stukel asking for an introduction to Trustee Ken Schmidt, or another Trustee with whom UPPAC can work was reviewed and edited. The aim is to educate the Board of Trustees about the scope of AP’s on the UI campuses, how they are funded, and the great breadth of the jobs performed by AP’s - that not all AP’s are administrators. It would be a positive step for AP’s to be represented to the Board by someone in addition to the President. Vera will attach her February 19, 2004 statement to the Board of Trustees to the minutes. Vera also intends to ask Carol Livingstone and her counterparts at other campuses for a breakdown of academic professionals to help clarify what they do when we are asked to meet with a trustee.
d. The extension of nonreappointment rights to part-time employees over 50% time still has not been presented to the Board of Trustees by the President. Danda Beard has asked to help in this endeavor.

e. The language in the extension of rights to multi-year contracts statutory amendment has been finalized. There has been an agreement reached on how to set it up on the UIUC campus. This amendment will be sent to the Senate Committee on General University Policy and will then go to the UIUC Campus Senate by late fall or possibly as late as December. The rights that the groups have will not be changed. However, if offered a multi-year contract, the ability to be dismissed early from the contract is an option. This does not apply to AP’s right now but is of interest because it could serve as a blueprint for future sanctions short of dismissal amendments.

4. Campus Reports

a. UIC – Kari Dueball
   - Faculty unionization has spilled over to AP’s having concerns about how it would affect them. The AP’s are not interested in unionization but faculty unionization would leave them out in the cold, so this presents concerns.
   - The LLEAP pilot program will start this summer and is targeted to an audience of approximately 500 AP and civil service employees that make less than $50,000 annually. Patricia Gill chaired this program on behalf of the Chancellor. Flex time and release time will hopefully be utilized by departments to make employee development programs easier to attend. Kari will distribute materials to the group.

b. UIS – Sherry Hutson will send the written report to Stacey Wilson to distribute.
   - Still waiting for the results of the salary equity study. New hires are making more than employees with more seniority. The due date of April 1, 2004 passed and there is a new deadline of June 15th.
   - The Professional Development Grant awarded $15,000 to thirty two AP’s.
   - A Staff Recognition/CAPE Award Reception will be held for the first time on May 18, 2004. The CAPE award consists of a $500 individual cash award as well as a $500 award to the employee’s department. The Chancellor and Provost plan to attend this event. Professional, personal, and work projects will be profiled in a publication as well.
   - CAPE, along with Civil Service representatives, will co-sponsor a May picnic for all staff. The Chancellor’s cabinet donated $1000 to help fund the event.
   - An election and open meeting was held in April. At the May meeting the new officers will take office.
• An outreach event presented by a stress counselor will be held to learn how to relieve stress in the workplace.

c. UIUC
• A recognition luncheon was held to recognize retirees as well as milestones of service such as 10, 20, and 30 years employment.
• Various visitors have attended meetings. John Loya spoke about benefits topics such as dependents and how benefits are figured. He also spoke about AFSCME and the domino effect of their actions.
• Elections were held and each site, except one, had more than one candidate.
• Monthly mailings are still circulated with pertinent information.
• April 30, 2004 is a Brown Bag luncheon event called “What are your rights when things go wrong?” Vera Mainz is a speaker as well as Mary Ellen O’Shaughnessey and an Equal Opportunity Speaker.
• A note was received from the Campus Senate asking to please submit two AP names within five days to serve on the Chancellor search committee. This did not give ample time to choose a candidate and they would like to have more representation than this offered so they respectfully declined and asked for more time and three representatives. There has been no response.
• Parking and performance reviews are continuing topics of interest.

5. New Business

a. Dates and locations of the next UPPAC meetings.
• Fall is our face-to-face meeting with the President. Stacey will contact the President’s office and see if he would still be willing to meet with the group. If this is acceptable the meeting in October will be scheduled from 10:00am-2:00pm, with the President meeting with UPPAC for the first hour.
• The summer meeting will be July 13, 2004 from 10:00-11:00 via videoconference.

The meeting was adjourned at 9:55am.