UPPAC Meeting Minutes
Satellite Conference
January 27, 2004

Attending:
UIUC: Danda Beard, Vera Mainz, David Robson
UIC: Kari Dueball, Sheryl Coon, Kathy Foley
UIS: Sharon Hutson, Carlyn Shank
UA: Midge Grosch, Jami Painter

1. The meeting was called to order by Vera Mainz at 10:10am. All present introduced themselves.

2. The minutes of the November 4, 2003, meeting were reviewed and accepted with no changes. It was noted that UIS and UIUC still needed to submit a written report of their campus activities for attachment to these minutes.

3. Old Business:
   a) Vera Mainz discussed the upcoming CIC (Committee on Institutional Cooperation, http://www.cic.uiuc.edu/) meeting of AP representatives on June 13-14, 2004. This meeting will be the fourth meeting of this group. The first was hosted by Indiana University, the second by the Univ. of Wisconsin, the third by Northwestern. The upcoming meeting will be hosted by the University of Minnesota, and plans are for the 2005 meeting to be hosted by the University of Illinois. Hosting duties include setting the agenda, doing whatever prep work necessary, and choosing a site for the dinner of attendees and paying for the dinner (~$1000).

   The meeting this year is scheduled to start at 1pm on Sunday, June 13, at the Big Ten Conference Center near O’Hare Airport in Chicago. Since this group suffers from some of the same problems that UPPAC has (changing representation, few meetings), Sunday has been set aside to introduce the representatives and their campuses, and try to decide on the topics for breakout meetings on Monday. After breaking on Sunday all will meet for dinner. Work starts Monday at 8am (breakfast and lunch provided for ~$40/attendee) and the group stops work ~3pm.

   Normally three representatives from each Big Ten school plus the Univ. of Chicago attend this meeting. The previous meetings have been attended only by a representative from the UIUC campus. Vera believes that the next meeting should have one representative from each UI campus, and suggests that each APAC bring this request to their next meeting. If each APAC is interested in sending a representative, please let Vera know the person’s name and email in order to get them on the appropriate list.

   b) Vera Mainz noted in follow-up to the discussion with President Stukel at the November meeting, she needs to draft a letter to the President asking for an introduction to Trustee Ken Schmidt or another Trustee with whom UPPAC can work to help educate
the Board of Trustees about the role of AP’s on the UI campuses. This letter still needs to be drafted.

c) Vera Mainz gave an update of the possibility of a Statute amendment regarding multi-year contracts. The approach being taken at UIUC is to present a “double” amendment—one part dealing with offering up to a three year contract to non-tenure track academic staff other than AP’s and the other part dealing with possible dismissal of those holding multi-year contracts. This amendment is still in the UIUC Senate Statutes committee.

d) Danda Beard requested an update on the Statute amendment granting the right to notice of nonreappointment to AP’s employed at 50% or greater FTE. Vera Mainz reported that this amendment deals with the situation that only AP’s on 100% appointment have notice of nonreappointment rights, and that accrued notice is lost if an appointment drops below 100%. This amendment is currently being held by the President, and has been held for ~2 years. He has told UPPAC in the past that he has not presented it to the Board as he didn’t believe it would pass because of economic issues and/or the Board’s attitude toward what might be construed as the current overly generous AP notice of nonreappointment. Danda said she would be interested in working with others to try to convince the President and the Board that this is a worthwhile amendment because most of those affected are women who usually drop to lower appointment levels because of family issues. It was further noted that there is no cost involved in implementing this amendment; the issue is management. If supervisors do their jobs correctly, no additional cost will be involved in terminating a problem employee.

4. Campus Reports
   a) UIS – The UIS Campus Report is appended to the end of these minutes.

   b) UIUC—David Robson
   • The UIUC campus will implement this spring recognition for AP service and retirements, in parallel to the program which has been in place for many years for Staff recognition. The recognition will involve a luncheon and a small gift for those with 5, 10, 20, . . . years of service and those retiring.
   • One of the morale boosters discussed with the President in November, the addition of an extra holiday, was implemented University-wide with the extra half-day holiday at Christmas. UPPAC should pat themselves on the back for the suggestion.
   • Another morale booster discussed with the President in November was the use of flex-time. Jeannette Beck, the CAP vice-chair, noted that there was a recent communication from the UIUC Chancellor that reminded supervisors of this option.
   • CAP met with their Provost in January. The Provost noted that some of the positions lost to budget cuts may never be regained, even in a better economic environment. He also noted that there may still be further reductions. The Provost also asked CAP to continue to make recommendations at any level as some of them may be accepted.
• CAP continues its work on campus parking and the recommendations being discussed.
• CAP’s election process will be starting in February.
• CAPE Awards Committee work has been completed; awards will be given in April.
• CAP worked with AHR to compile a list of what has happened to the administrative recommendations given in grievance reports over the last 5 years.
• CAP just completed work on a grievance that may have administrative implications in how terminations are handled.
• CAP’s Communication Committee has started sending out monthly email announcements to campus AP’s. Recent mailings have included
  o AP’s have a right to a performance review,
  o Child care options,
  o The upcoming changeover to Banner and the need to check your information in NESSIE,
  o Plans for a brown bag on grievance issues

c) UIC – Kari Dueball
• APAC met with their Chancellor in December.
• There will be a February Open House. The speaker will be Joyce Wood, Associate Director of AHR, UIC, to discuss hiring practices.
• The May Open House will have the UIC Affirmative Action Office director to discuss those policies.

5. New Business
   a) Date and Location of the next UPPAC meeting. Tuesday, April 20th, was agreed upon as the next date for a satellite conference. Vera is going to try to see if we can speak to Trustee Schmidt at this meeting or Mary Beastall.

   b) Presidential Search Committee. Questions were raised about the makeup of the search committee for the next President, especially with respect to how many AP’s would serve and how they would be chosen.

6. The meeting adjourned.

** Let the minutes note that after the meeting Midge Grosch forwarded the following information:

From: Bob Damrau [mailto:damrau@uiuc.edu]
Sent: Tuesday, January 27, 2004 9:49 AM
To: DDDH-L@LISTSERV.UIUC.EDU
Subject: Faculty Nominations for Consultative Committee to Assist in the Selection of a President
To: Deans, Directors, Department Heads  
From: Senate Committee on Committees  
Date: January 27, 2004  
Re: Faculty Nominations for Consultative Committee to Assist in the Selection of a President

Following the announcement of President Stukel's retirement, the University Senates Conference and the Senate Executive Committee have communicated with the Board of Trustees about procedures to be used in the search for a new President.

If precedent holds, the "Consultative Committee to Assist in the Selection of a President" will consist of twelve faculty (four from each campus), three students (one from each campus), one faculty member at large who will serve as Chair of the Committee, one member of the support staff, one member of the academic professional staff, four administrative officers of the University, one representative of the Alumni Association, and one representative of the University of Illinois Foundation. The Senates of each campus have been asked to nominate twice the number of faculty and student members to be selected and University Senates Conference has been asked to draw from these slates in order to recommend those who will serve.

The Urbana-Champaign Senate will consider faculty and student nominations at its regular meeting at 3:10 p.m. in Foellinger Auditorium on February 16, 2004, to elect eight faculty and two student nominees. In order to facilitate that process, the Senate Executive Committee has asked the Committee on Committees to identify twelve faculty and four students who are willing to serve. Nominations may also be made from the floor, but must be accompanied by the nominee's agreement to serve.

Therefore, we ask that the campus community nominate faculty and student members for the Consultative Committee. Please share this request for nominations with faculty in your unit; faculty may nominate colleagues or they may self-nominate. Brief letters of nomination of those who represent the diverse perspectives of the University are welcomed.

Please send names of nominees via campus mail or email by 12:00 noon on January 29, 2004 to:

Professor John Prussing  
Chair, Senate Committee on Committees  
c/o Senate Office  
228 English Building, MC-461  
(djmorris@uiuc.edu)