UPPAC Meeting Minutes
October 17, 2006
Face-to-Face Meeting

Attending:

UIUC: Rick Atterberry, Elyne Cole, James Endress
UIC: Kari Dueball, Pat Gill, Marietta Giovannelli
UIS: Jerry Burkhart, Kathy Roegge, Dick Schuldt (in place of Andy Egizi)
UA: Joe Bohn, Rita Hunt, Marilyn Marshall, Stacey Wilson

1. The meeting was called to order by Kari Dueball at 10:15 a.m. Members introduced themselves.

2. The minutes of the August 1, 2006 meeting were updated and accepted.

3. Old Business
   a. Elyne Cole scheduled the meeting with President White for March 28, 2007 at 10:30 a.m. in the President’s conference room on the Urbana campus.
   b. Vera Mainz is arranging for Trustee Schmidt to meet with the group.
   c. Committee on Institutional Cooperation Association of Professional Staff Councils (CIC APSC) Update
      The face-to-face CIC meeting was held at the Big Ten Center in Chicago on October 15th and 16th. The meeting proved very informative: we exchanged information and surveys to compare and gather data. Career tracks and ladders for academic professionals were one topic of discussion. Wisconsin currently hosts the CIC APSC web site but the group will work to be added (linked) to the list on the CIC home page. Though official CIC status was originally an ultimate goal of the CIC APSC group, the group will proceed as unofficial and table the issue for now. It may ultimately be beneficial not to achieve official status so that the group would not fall under the restrictions that would come with being recognized.
      The chair of CIC rotates by campus, in alphabetical order. Vera Mainz chaired the committee for AY05-06 and the chair now rotates to Ohio State or Purdue (to be determined since Ohio State did not have a representative present at the meeting). Vera Mainz will send the minutes and updated attachments from the meeting.

      CIC Meeting dates for the year - All teleconferences take place on Mondays from 8:30-10:00 a.m.
      - January 22, 2007, teleconference
      - April 2, 2007, teleconference
      - June 25, 2007, teleconference
      - October 14-15, 2007, face-to-face

4. Campus Reports
   a. UIS –
      o A Salary Equity Pool was established for the first time and, as a result, twenty APs and four open-range civil service employees’ salaries were increased. The decisions were made by Provosts and Deans based on supervisors’ recommendations. APAC was
pleased with this as a first step but feels the identification process is flawed. APAC will continue to push for a full independent, unbiased, review (Hay Study) of all salaried positions.

- Professional Development funding was increased by $10,000 ($30,000 total) due to multiple requests. A small amount was kept in reserve. Requests totaled $55,000.
- The Compensation Review Committee (CRC) has tried to negotiate non-monetary compensation such as flex time, vacation, parking, discounts in local businesses and campus services. The CRC has been holding private, individual sessions for APs. So far, three APs have met to discuss issues such as rights for part-time employees; holiday pay and usage of time; interim, visiting, or acting appointments; and termination notification rights. The CRC is also looking into many issues involving the employee evaluation process and educating new, as well as current APs, on the ramifications of moving to a different position and of the benefits received on part-time status.
- At the annual campus wide APAC meeting in April, the main issues were the University’s budget, salary equity/compression/fairness, and non-monetary compensation.
- APAC continues to work towards representation on the Campus Senate Executive Committee. Two years ago there was initially a positive response but due to logistics the request was ultimately denied. The group currently has one voting representative on the Senate.
- The Strategic Plan was completed.

b. UIUC –

- There has been decreased grievance activity, possibly because previous problematic units have changed their practices and CAP established a mediation process to head-off grievances.
- Redistricting was passed and completed with no problems. Roughly 4000 APs are divided into ten districts.
- CAP would like to pursue receiving voting rights in the Senate and have received a positive reception. Ten seats are being requested, one from each district, on the Committee of Committees.
- There is still no uniform policy among units across the University on the payment of licenses and professional fees that are required in order to hold some AP positions.
- Granting tuition waivers to retired employee’s children is being pursued. To date there is not widespread support at the state/legislative level. Though this would not affect many employees, it is an important issue.
- The Professional Development fund has been increased from $50,000 to $75,000. To widen the distribution of funds, there is a $500 cap and an employee cannot receive it two years in a row.
- Non-reappointment rights have been extended to employees at or above 50% FTE and units have been asked to advise those affected by this change.
- Years of service credit for Civil Service employees who take AP positions will now transfer. There will not be grandfathering for this new policy.
- Some CAP members on campus have reported difficulties with supervisors over their involvement as CAP representatives. The Chancellor will send recognition letters to newly appointed members to show support. Further, the Chancellor contacted the offending departments to advise them to amend any unfavorable reviews they had given for reasons of CAP participation and to remind supervisors that they should facilitate participation in CAP.
More guests have been invited to attend CAP meetings, including the Chancellor, the Provost, the President, budget personnel, and Banner system developers.

c. UIC –

Three AP seats were established on the Senate. The one-year term begins this academic year. Those Senate representatives will attend APAC meetings each month to report on the Senate activities. These are the first seats held by APs on the Senate and will carry full voting privileges. The APAC bylaws will be amended to reflect this process.

The annual APAC retreat was held in October to set goals for the upcoming year.

The Assistant to the Chancellor continues to meet with the Committee every other month to update the Committee on campus activities as well as field questions and broaden general knowledge.

The Employee Recognition Week is planned and will begin with the CAPE Ceremony, Award of Merit, Service Recognition Awards, as well as the new WOW Program Award, now in its second year.

The Strategic Plan is not completed.

Ethics training is currently underway.

Human Resources is reorganizing to better integrate into the UIC campus. They are working to build up the AP program by addressing it in the new Strategic Plan. HR hopes to market UIC as an employer of choice for recruitment of APs and pursue a more centralized approach to HR oversight. The Medical Center was beginning to break away from the campus policy structure.

5. New Business

a. Jim Endress spoke on behalf of Vera Mainz. With the group’s support, Vera would like to contact Michele Thompson regarding UPPAC members attending Board of Trustees meetings, as observers (unofficial) at their respective campuses, to promote awareness of the group. The meetings are posted on the BOT web site. APs could request to be on the agenda for issues relevant to APs. The group decided that Vera should proceed with contacting Michele.

b. Rita Hunt and Joe Bohn, University Human Resources gave a 403b presentation.

c. The Global Campus was briefly discussed and its affect on APs.

d. Election of Chair

The chair of the UPPAC committee rotates campuses so Jim Endress, UIUC, was named chair for 06-07. Kari Dueball, UIC is the outgoing chair.

e. Upcoming Meeting Dates

The following is a tentative list (due to availability) of the year’s UPPAC meetings with locations TBA:

- January 8, 2007, videoconference
- March 28, 2007, face-to-face with President White on UIUC campus
- July or August (date to be determined), videoconference
- October (date to be determined), face-to-face with President White on UIUC campus

The meeting was adjourned at 1:17 p.m.