MINUTES

University Professional Personnel Advisory Committee
January 21, 1994

Present: Carolyn Burrell, Constance Caveny, Sara Chilton, Karen Ein, Audrey Gordon, Howard Guenther, Robert Harris, Natsuko Kihara, Gayle Layman, Lois Meerdink,

I. The Minutes of the October 22, 1993, meeting were approved as written. The next meeting of the Committee was scheduled for April 15, 1994, from 10:00 a.m. - noon, via conference call.

II. Performance evaluation of academic professionals, selected in October as a 1994-95 focus for UPPAC, was discussed at length. N. Kihara reported UIC, under the leadership of Vice Chancellor Zafra and Associate Vice Chancellor Mitchell, has undertaken the development of a performance appraisal program as a campus initiative. An additional component of the program will be 25 cash awards (for AP and staff combined). It was noted the performance appraisal may also be tied to the AP Project. The effect of the new campus initiative on the performance evaluation efforts undertaken by UPPAC were discussed. It was agreed that Chicago PAC would need to focus on the campus proposals. Urbana PAC will look at the draft of the performance evaluation survey prepared by A. Gordon at the February meeting. S. Chilton indicated she would be in contact with A. Gordon soon after.

III. Updates:

A. The AP project was briefly discussed. Chicago has forms ready with a target date for distribution in early February. Urbana expects to begin with a modified form in four weeks.

B. It was noted the Shared Benefits program which had been approved earlier by the University Policy Council was now being implemented by the campuses. At Urbana where the enrollment period has closed, 662 academic employees donated a total of 1826 days. Chicago will be conducting an open enrollment period soon.

C. The mechanism for selection of nominees for the University Committee on Employment Issues currently being formed as a result of the inclusiveness proposals was reviewed.

D. A new Director of HRMS has been hired. Elliot Witkin will begin February 1, 1994.

IV. Each PAC Chairperson reported on activity at the campus. At UIUC, grievances have continued to occupy a significant portion of the PAC’s time. A special presentation on sexual harassment within the context of grievances will be made by Mary Ellen O’Shaughnessy. Communication efforts including a brochure, a possible newsletter and a possible Allerton Conference are also under way. At UIC, there is renewed interest in review of current grievance procedures. The Chicago PAC has historically been less involved in grievances than Urbana. The controversy over the notice of nonreappointment for George Yanos has fanned this interest. Also at Chicago, it was noted the Academic Personnel office would be moving in early February. An employment section for academic professionals has been established in conjunction with the staff personnel office.

The Committee was adjourned.

APPROVED April 15, 1994
Submitted by Constance Caveny