MINUTES

University Professional Personnel Advisory Committee
March 26, 1996
10:00 a.m.
University of Illinois at Chicago

Present: Carol Bloemer (UIS APAC), Constance Caveny (UIUC Admin), Sara Chilton (UIUC PAC), Barbara Ferrara (UIS), Dennis Frueh (UIS), Audrey Gordon (UIC APAC), (UIC APAC), Robert Harris (UIUC PAC), Terri Jackson (UIS APAC), Scottt Jensen (UIS APPAC), Natsuko Kihara (UIS Admin), Gayle Layman (CA Admin), Ann Lodl (UIC APAC), Lois Meerdink (UIUC PAC, James Stukel (guest), Carmelita Washington (UIS Admin), Liesel Wildhagen (UIUC PAC)

I. President James Stukel addressed the Committee. He began with a review of his plan to change the University's approach to planning and management and reduce bureaucracy. He divided the former University Planning Council into four groups, indicating the person responsible for each. These are academic affairs (Sylvia Manning), business affairs and human resources (Craig Bazzani), government relations (Kirk Hard) and technical development (Craig Bazzani). Although he expects streamlining and a reduction in the number of employees, no layoffs or terminations are foreseen. Changes will occur by attrition and reassignment. He has been thinking of the longer term impact on people of the proposed changes. There will be a need for mechanisms to move or accommodate people. As a complicating factor, the skills needed are expected to be higher and more complex. Training will be crucial as will the psychological attitude needed to make a success of the changes. There may be a morale issue. Dealing with employees concerns will be important. At the same time, the President forcefully told the Committee that changes will occur. He "can point out the problems but (the university community) will need to solve the problems.

Audrey Gordon asked what role UPPAC could play. Stukel replied that the Committee could bring to his attention things that are or are not going well. He referred to initiatives like the new procurement process and HRMS (which he said will be done "come hell or high water") as creating some tension.

The President reaffirmed his support for multi-year contracts, indicating that such contracts represented better treatment of employees and he "has argued for it since day one".

He next asked the Committee to study Responsibility Centered Management, leaving the room to retrieve a copy of Edward Whalen's book from University of Indiana Press. Discussion followed with the Committee agreeing to evaluate proposed policy changes for their possible effects on...
academic professionals. As part of the discussion, he offered to sponsor a road trip to other institutions which are adopted similar budgeting mechanisms.

In a general discussion, the following items were touched upon. The President gave early warning that although the campuses had done a pretty good job on the articulation of a vision or mission, there were major problems in the execution of those plans. He thought we would be an IBM university with Windows 95, in particular. He expressed an interest in one day/month devoted to training as a standard practice. He has set aside money to pay for training during the transition phases as major new systems are implemented.

Natsuko Kihara raised stress in the workplace as a major concern for academic professionals. They feel isolated. There is not a support network for academic professionals. President Stukel noted that less job security is almost universal in America now. Mechanisms to improve job skills and thus contribute to reducing stress were discussed. Job changes or transfers were discussed including the relocation plans. Career ladders and other advancement concerns were raised by Barb Ferrara. He asked the Committee to develop suggestions to address the stresses which will be part of the major initiatives he is committed to. He challenged UPPAC to be well informed and proactive. He looked forward to hearing from the Committee on the tasks before it.

(President Stukel left the meeting)

II. The Committee resumed with consideration of the Minutes of the February 6, 1996 meeting. The Minutes were approved with two corrections.

III. The additional data requested related to the proposed policy for extending notice of non-reappointment to part-time academic professionals was not available yet. UIS distributed a handout (attached) and indicated the proposed policy would be a complicated one for them. UIS asked for a delay in further consideration of this item until the campus was under the main notice of non-reappointment policy for academic professionals. It was agreed to table the issue for one year.

IV. Campus Reports -

A. University of Illinois at Urbana-Champaign

Lois Meerdink reported the UIUC PAC meet with the Chancellor. She noted the report of the Professional Personnel Review Committee will be issued soon. The Cape award ceremony will have a subcomponent this year with the announcement of $5,000.00 for a travel fund in memory of Pia Gratton. UIUC reported one new grievance. Elections for PAC were in process.
B. University of Illinois at Chicago

Audrey Gordon noted the revision of UIC grievance procedures by a committee appointed (September 1995) without APAC involvement has yet to result in a report. She also noted one grievance filed with an average of three calls/week. APAC is focusing on benefit issues with both a visit by the Manager of the Benefits Center and a meeting with the Senate Committee on Benefits.

C. University of Illinois at Springfield

Barb Ferrara distributed a written report for APAC which is attached to these minutes.

General discussion occurred and a study session to learn more about Responsibility Centered Management was agreed upon. It was decided to gather at UIUC on May 31 if possible. Dress for the meeting will be casual.

The Committee adjourned at 2:00 p.m.