UPPAC Meeting Minutes – July 14, 1998

Meeting called to order at 10:32

Minutes of April 14, 1998 meeting passed with minor corrections.

Old Business
1. Training Policy proposal comments were provided by each campus.
   A. UIUC – comments centered around need for more concrete examples to convince administration. Would like to see a needs assessment done. The survey that they did last year had two questions on professional development and the responses indicated a tremendous concern in this area. Concerns that policy must not focus on leave, this will link it with sabbaticals and so the focus needs to be on leave.
   B. UIS – endorses general concept. Release of AP’s would be difficult for many of their units since many have only 1 AP and could not easily lose that person for an extended period of time. See a bigger need for a more generalized supervision management training program at this time. No current training offered through the HR department.
   C. UIC – sees need to get administration at all three campuses to formally recognize need and right for training.
   D. General Discussion. Committee recognizes that there are significant barriers to training on all three campuses. We need to show effectiveness of training and show that it is both desirable and cost effective for the university. It would be a good idea to look at what other universities are doing in this area. A major issue is the unevenness of programs across campuses.

2. UPPAC Homepage. Committee discussed content and need for UPPAC Homepage. Sense of committee was that at this time there is not a compelling need for such a site and that this discussion should be tabled until a clear need is seen.

New Business
   A. This task force was asked to take a look at where AP’s fit into the personnel system and see if they would be better served by not being included in with faculty?
   B. This went along with earlier discussion by HR and the Civil Service Merit Board to allow campuses the flexibility to okay AP positions for certain research and instructional categories. One idea was to divide AP’s into two groups a teaching/research group and a management group with Sylvia Manning responsible for the first and Bob Todd the other.
   C. Task Force determined that it was extremely difficulty to make such a clean distinction among AP’s.
   D. Sense of the committee is that we oppose the concept of splitting AP’s into these categories.
2. Questions for Dr. Manning's visit to next meeting.
   A. How can we strengthen our committee's relationship with her office?
   B. Can we provide any survey data at this meeting? UIUC can provide some
      but it will be difficult for either UIC or UIS to have anything available.
      Will try to get some preliminary data.

Campus Reports.

1. UIC
   A. Certificate program that committee was working on with HR
      Development is no longer an option. Lynne King the Director of HR
      Development has left UIC and the interim director feels that she cannot
      continue the discussions for this program at this time.
   B. Brown Bag seminars continue to go over well.
   C. New committee elections went over very well. We were able to fill out
      the full committee (15 members), and 4 new members will be joining us in
      the fall.
   D. The large number of new committee members has stressed the need for
      better planning. In order to facilitate this the committee is planning a
      retreat in the fall.

2. UIS (written report attached)

3. UIUC
   A. There were 3 district elections this year and 2 new members were elected.
   B. Debbie is the new chair.
   C. There is a new Grievance Task Force looking at the idea of a campus wide
      set of principles for the different processes that currently exist on campus.
      Sarah is on this committee.
   D. There is also a Mediation Task Force currently underway with Kathy
      serving as liaison.
   E. Survey has been completed and sent to the Chancellor. Salary was the top
      concern (80%).
   F. There will be a meeting with the union group at the August meeting.

Meeting Adjourned 1:50 PM.