UPPAC meeting – October 12, 1999  
At Extension Services – Champaign, Illinois

Members present:

Michelle Houran    UIS    houran.michelle@uis.edu
Deb Russell Koua   UIS    russell.deb@uis.edu
Carol Esarey       UIS    esarey.carol@uis.edu
Beatriz Jamaica    UIC    bjamaica@uic.edu
Kari Dueball       UIC    kdueball@uic.edu
Elizabeth Bunte    UIC    cabunte@uillinois.edu
Judith Baxter      UIC    baxter@uic.edu
Vera Mainz         UIUC   v-mainz@uiuc.edu
Mary Ann Fugate    UIUC   fugatem@mail.aces.uiuc.edu
Debbie Lee         UIUC   debbiel@uiuc.edu
Alice Waldoff      UIUC   waldoff@uiuc.edu
Kathy Seybert      UIUC   kseybert@uillinois.edu
Ann Borelli        UAHR   aborelli@uillinois.edu
Midge Grosch       UAAA   mmgrosch@uillinois.edu
Rita Hunt          UAHR   ritalhunt@uillinois.edu

Members not present:

Kevin Hancock      UIC
Barb Ferrara       UIS

Minutes – October 12, 1999
UPPAC Meeting  
Extension Services  
Champaign, Illinois

Members Present: Michelle Houran, Deb Russel Koua, Carol Esarey, Beatriz Jamaica, Kari Dueball,  
Vera Mainz, Mary Ann Fugate, Debbie Lee, Ann Borelli, Midge Grosch, Kathy Seybert, Rita Hunt,  
Elizabeth Bunte, Judith Baxter, Alice Waldoff

The meeting was called to order by UPPAC chair, Judy Baxter at 1:55 p.m.

1. Judy welcomed the members to the first meeting of the academic year and called for introductions.

2. The first order of business was electing a new chair. As is UPPAC’s custom, the chair rotates among  
the three campuses. This year it is Urbana’s turn. Debbie Lee was nominated and elected as the new  
chair. Alice Waldoff was elected as secretary. Elections completed, Debbie Lee took over the meeting  
at this point after thanking Judy for her excellent service for 18 months.

3. The UPPAC “White Paper,” discussing the results of the AP survey on all three campuses, is still  
pending. Discussion has been tabled until the reports from each campus are submitted.
4. The AP surveys on all three campuses have now been completed. Although a final report is still not available from the Chicago campus, three issues have emerged as common to each of them:

Salary
Professional Development
Benefits (although UPPAC doesn’t have the power to set any of these, we note this as an area of concern and will continue to bring this concern to the attention of UI administration)

In connection with the concern about benefits, Debbie reported about an initiative being taken by the Faculty Senate’s Benefits Committee. She passed around a condensed version of a resolution approved by the Senate that asks the university to provide a match of up to 8 percent on employee contributions to tax deferred savings. While this resolution has been passed by the Faculty Senate, the committee is suggesting that this is a benefit that should apply to all employees at all three campuses. The chair of the committee, economics professor Earl Grinols, has asked for groups like PAC and UPPAC to spread the word about this proposal and to write letters of support for it to our respective campus administrators. Putting this benefit in place would move UIUC from its current rank of “last among IBHE peer institutions in fringe benefits and expenditures.” For more information check out the Website at: http://www.uiuc.edu/providers/senate/msp.html.

5. Each campus represented on UPPAC gave a campus report. Deb Koua spoke for Springfield, Debbie Lee spoke for Urbana-Champaign, and Judy Baxter for Chicago. Refer to the written summaries for Springfield and Urbana for details. Since Chicago did not have a written report, Judy’s comments are summarized here. New developments in Chicago include the election of a new president, Kevin Hancock. A new policy has been set in place about elections. The elected offices will move up one position each year. This will provide continuity of leadership. As a result of the recent abrupt changes in administrative leadership in Chicago, all chancellor’s committees have put their agendas on hold. The Chicago APAC continues to hold Brown Bag Seminars (about three a year) with attendance running about 50-100 for each. Two AP receptions are held a year. About 100 attend these. The CAPE Awards ceremony was held on November 1. The selection takes place on that campus in the summer.

6. Cindy Kelly, from Human Resource Development (HRD) made a presentation to UPPAC providing an overview of their history and the programs they offer in development and training.

HRD used to be part of Personnel Services until the “bad-budget years” forced the office to go independent. Instead of receiving resources from the campus, the office now offers courses on a “full-recovery” basis. They have done this successfully since 1993. About 60 percent of HRD’s courses serve support staff. The other 40 percent come from faculty and APs. These services are open to the academic community but also to the local communities. HRD has a catalog of courses, but will also tailor a course to a particular group and take the course to the buyer when the numbers make that profitable. For more information check out the Website at: www.hrd.uiuc.edu.

7. Dates for future meeting were set:

March 7 In Springfield
June 20 In Chicago
October 10 Urbana-Champaign

The goal is to have the final version of the “White Paper” ready for the June meeting so we can invite President Stukel to the meeting and discuss it with him. By the March meeting, we hope to have a preliminary version that can be discussed.

At the October meeting we would like to meet with Bob Todd and perhaps Chet Gardiner or his successor, if one is in place. When we meet with these people, we should be prepared to tell them how they can help UPPAC achieve its goals.

8. The rest of the meeting was devoted to discussing UPPAC’s focus for the rest of the year.
Professional Development will certainly be a major concern. In 1998 UPPAC wrote a proposal dealing with this issue. The proposal followed the Urbana survey and led, in part, to the surveys on the other two campuses. Since all three surveys have now confirmed that Professional Development is a major issue for APs, the issue is being revisited. A committee has been convened to deal with this topic for all employees on all campuses. Rita Hunt will be taking over as chair from Barb Borelli, who is retiring in January. This committee is doing a needs-assessment for APs. Some of the things being looked at include what kind of training is needed as our work comes into contact with more and more technologies. At present, everyone is in an assessment mode. The Urbana PAC suspended its Professional Development Committee when a campus-wide committee was formed to look into this issue. That committee too is in needs-assessment mode.

Ann Borelli, who has been working on the issue of development/training, indicated that for any program to fly, we must make clear the benefit to the institution. She did not believe the university would be swayed by personal development arguments.

To summarize: Our goals for this year are to complete the "White Paper" and to share information about each of our campuses.

9. The meeting was adjourned at 1:20.

Thanks to Mary Ann Fugate for providing the meeting space.

Respectfully submitted,

Alice Waldoff
Secretary
UPPAC