

APAC MINUTES – February 10, 2011

Completed by: Rose Schweikhart

Present: Jerry Burkhart, Rose Schweikhart, Dick Schuldt, Patti Sims, Clay Bellot, Natalie Taylor, Lori Giordano, Jeannie Capranica, Shawn Shures, John Schneider

Guests: Bob Lael, Pat Sanchez, Tammy Craig

- 1) Call to Order – JB 9:05 am
- 2) Approval of Agenda – Motion JB, 1st LG, 2nd DS - Approved
- 3) Approval of Minutes – Approved
- 4) Old Business
 - a. UPPAC – Recap meeting with President Hogan - JB
 - UIHR reported on the ongoing effort to make pension system changes for current employees including a potential cap on pension salary. Bills have been introduced but they are not going anywhere in the legislature. JB noted that there will be several years of legislative/legal challenges if any of these bills pass.
 - Ongoing reclassification of AP to Civil Service in Chicago. Chicago campus went through the hospital employee by employee and of approximately 650 AP's, 300 were reclassified to CS. The problem is attributed to UIC's poor job improperly exempting positions as AP when they were created. Bob Lael mentioned a rule change proposal to take AP Exemption authority away from the campus and given to the State Universities Civil Service System under Tom Warlock. The SUCCS board consists of lay-people, union representatives and political appointees. JB stated that someone who has been reclassified is not guaranteed the same salary. DS added that if someone is reclassified they may be entitled to overtime going back two years.
 - JB report on the role of AP's in the ARR process (administrative review and restructuring). ARR has the potential to affect Aps in a very positive way – regulatory relief, the new Procurement process, professional licensing.
 - President Hogan is hoping for a 2.5% salary increase next year and no furloughs.
 - HR will be holding a Seminar on each campus – JB tasked Tammy Craig (CR chair) with coordinating with HR to hold an on campus seminar for AP specific issues in Late Spring.
 - b. APAC Campus Wide Meeting – Moved to march 3rd to accommodate Provost and Chancellor schedules. Natalie will arrange coffee service for 60 from food service. Please bring breakfast items.
 - c. Campus Senate Alternate Representative – DS is still working on a draft resolution
- 5) New Business
 - a. Position Postings/Search Committees
 - UPPAC is talking with UIHR about a University-wide job posting website. Patti Sims added that job postings now have a link to all 3 campus job boards. JB added that if we are stressing the one university system, we should have access to the listings on the other campuses. It would boost morale.
 - Tammy Craig (CRC chair) received a call from an AP confused about a position they could not find on the website. It was posted under faculty, not AP as it is a blended position. TC wanted to know the process for faculty postings. Patti Sims clarified that clinical instructors are faculty positions with a 0% director position for the administrative portion. There is no internal posting period for faculty positions. JB noted that this is a grey area; lots of AP's were qualified for that position but may not have known that the position was open.

- b. APAC Election – July 26th is the UPPAC meeting where the executive board needs to be present. We need to move our election back so we can send officers to UPPAC. JB proposed elections in May with seating of officers in June as it is important to have continuity. We will prepare for elections in late April with a 3 week period for nominations to hold elections in late May.
- 6) Committee Updates
- a. APAC Website – Clay Bellot worked with Barb Cass to make an eDocs page for all previous agenda and minutes. Secretary and Chair will have the ability to post to it. JB asked CB to put a notice on the site about our meeting change.
 - b. Campus Senate – DS noted that, in a twist of irony given the circumstances, our non-alternate AP rep was erroneously listed on the Senate minutes as an attending senator. DS directed everyone to campus senate minutes for more details on the senate agenda.
 - c. CSAC – Rose S CSAC rep asked for donations to the Staff Scholarship Auction
- 7) Public Comments:
- a. Bob Lael (HR Director) gave an update on the Non-Monetary Compensation Committee to let us know that some of the suggestions are “still treading water” because all 4 unions are renegotiating contracts and some of the NMCC ideas have surfaced in the negotiation process.
 - b. Pat Sanchez expressed concern about the Business/Administrative Associate civil service pilot classification that was recently announced.