Introductions

SPECIAL TOPIC: 12:35 – 1:20 Human Capital Strategy
Guest: Wayne Stahl

Please see attached documents pertaining to this discussion (from Wayne Stahl)
> The PDF file illustrates how we are planning to group the HCS recommendations/policies. The names on the list are the principle writers making the initial changes. These will be reviewed by the editing sub-team then the full HCS team
> The attached word file has preliminary edits of the recommendations based on notes and input from meetings. This is what the editing sub-team's starting point.

Wayne Stahl:
The plan is to formally present this publication to the HR leadership of three campuses in February including Robert Crouch and leaders of other campuses. The current drafts of these documents provided reflect campus wide comments including APAC's feedback. These documents reflect only step 2 of the strategy. Previously we worked on step 1 and got lots of feedback already.

Ahlam: How was the document created? What where the resources?

Wayne Stahl: We consulted HR models from other schools and other government's offices. The Obama administration has also put a lot of work into researching human capital strategy and what a good model would look like. We utilized some of their provided materials.

Michael: How can we help you today?

Wayne: We'd like to know if you see things that are missing. Are you alarmed by anything? Springfield, for example, noticed that there was nothing about wellness and we are looking into that further.

Mary Jo Smith : This a big agenda item for us to create a more comprehensive wellness program, however this is a little more difficult to accomplish at UIC because HR here doesn't hold control of the benefits.

Michael: We have several concerns.
Global concerns
   Is there a strategy that identifies how the critical elements really get moved forward?
CS reform, for example is the most desperately needed and yet the topic people are most afraid to address.

Wayne Stahl: Yes, we have been asked to prioritize this. However large topics like CS, careers, and compensation we can't get through in just a year or two. If we pick three things nothing else

Minutes submitted by Jennifer Anderson, Graduate Assistant

will get done. Perhaps we should instead look at what are the low hanging fruit, what can we do quickly and efficiently instead of three most important but will take more time to solve. It's also important to remember that this plan is for all three campuses, an overall strategy, and not specific to the needs of UIC only.

Micheal: Continuing global concerns.
In reality only a few will get implemented. Would it be helpful for college specific goals? We have a hospital which is unique and comes with different needs.

Wayne Stahl: We have representatives from all these groups on the committee.

Ahlam: This document would be better constructed if we looked at what we could accomplish in a particular time frame with working groups assigned to implement them. A time table approach could be taken for low hanging fruit, and another for long term goals, and then the appropriate resources must be given to implement the changes. Did leadership chose to get rid of timetable?

Michael: There is no one who is charged to implement each point.

Michael: Next, compensation and career- are very similar to the jobs process that we are doing now and they are huge process. The plan is that the salary and titles will be standardized across the university

Mary Jo Smith: That is true we need this to happen.

Michael: Should that be separate from the CS and jobs analysis?

Michael: This looks as though Urbana salaries won't go up but Chicago salaries will go down.

Wayne Stahl: I wouldn't be concerned that will happen.

Michael: Springfield wants salary on par with Urbana. We don't have people to look at market analysis.

Ahlam: I think compensation should be independent upon department. There is not true consistency within CS. They have no incentive to move up due to seniority pressures. I don't want the same thing with the APs. How do we set up the global metric? Well, first we need to look at the inconsistencies in the program before we can move forward. It's very difficult to hire right now- there are not enough people in HR to care for our staff. They are too busy trying to implement the jobs analysis. We need to go back and say what a sour hiring processes and then go back and fix it. Then these larger goals will be met along the way. I love this document as a starting point but there is so much more that is wrong that we need to fix before we can work on the long term goals.

Michael: the number of hoops and systems that there are to hire people is too complicated. It's harder to hire someone that it needs to be. There are only 5 AP titles but huge salary ranges. There aren't enough titles to standardize all the salaries. Should be able to give them more accurate titles to sum up there job them standardize salaries would be more fair.

We are now hearing that some departments have too many of a particular job titles and can't have any more. These decisions seem to be made on the fly and they are debilitating to our

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hiring process. This has led to low moral on campus. APs are professionals and they can't do their job when they are afraid they are being converted. Many will begin to look for a new job. They are afraid that their job is insecure.

Jacquie: I am also worried that degree requirements are going to impact the technical staff.

Mary Jo Smith: Have you brought this up with Robert Crouch?

Jacquie: Yes, we've had many meetings. We have had many meetings and asked for better communications and have not heard any communication from them.

Wayne Stahl: We need to make an effort for a coordinated communication of pension and CS conversions.

Michael: getting back to document, someone needs to be in charge of addressing campus specific concerns.

There seems to be no reference to the fact that we have faculty and students, that we are a university setting. That should not be lost in this document. Many of our concerns and complexities are unique town academic setting.

Wayne Stahl: That is well addressed in the section 1.

Ahlam: Some faculty also have AP titles including 0% appointments yet are not run through AP processes and trainings. They are treated as though they are not APs and yet they should be.

Michael: "Prescreening tool to predict job performance." I am concerned that this will play our similar to CS testing. As written it is not mandatory, and I would recommend that it stays that way. This is a prescreening tool- not a test.

Michael: "Exit interviews." Urbana is concerned and feels that they should be mandatory. How do we feel? We can learn a lot from an exit interview but it needs to be looked at and not just captured.

Jacquie: The HR in the department can do it but they need to talk to a neutral person, and then it can help to bring about good change. The magnitude of what is going on will be captured.

Michael: This should be done by HR and not be left to the department to do it.

Ahlam : Can we send in our concerns?

Wayne Stahl: Please send out Michael's document of concerns and all collaborate and send it in. Must be done before UPPAC on Monday.

Michael: "Performance management rational" – I don't care for this part. We will make a comment on that no send it in.

Michael: We will get this in to you soon. Thanks for this opportunity.

Wayne Stahl: Some of these changes will happen and some will not. It's very difficult to get the three campuses in one room. This it's taking too long and really needs to get done.

Minutes submitted by Jennifer Anderson, Graduate Assistant

New Business and Next Month's Topic: 1:25- 2:00

New Member vote:
Uma Sriram Jacquie second none opposed
Mary Berta Jacquie second. All in favor none opposed

New Pension Reform Legislation

Exemption Authority Amendment at UPPAC – Tom Morelock wants to move all responsibility for identifying new positions to Urban. This would no longer be done at each university level. This is just a first round comment period, we should focus on providing testimony it will go to UPPAC on Tuesday. JCAR meeting is on January 3rd.

Who should the Senate support to send representatives? Can it be written testimony they provide? Not sure yet. Can it be broadcast to each campus? Could they participate by teleconference? Should the colleges contact Maurine? Maurine is currently working with the faculty.

Flex Time--one of the recommendations that they have flextime. What are our ideas to piloting this program? Survey said people want flextime. (Four 9 hour days, telecommuting as an option, flexible start end time, job sharing) this would be implemented at a department level. The meeting with Robert Crouch has been rescheduled.

Provost Meeting Update
Ahlam only had fifteen minutes and only got through a few points

Pension legislation- a brief overview was provided.

Exemption authority- We were told that everyone is quite concerned. Provost liked the letter writing and survey that went to SUCCs board. What will happen if the exemption authority is taken away?

There was a recommendation that there be a working group to discuss these policies. The Provost was in favor of this idea and will work on this.

Action Items:
APAC will summarize the audit finding from all the public universities.

Retirement Matters blog: 600 hits this month- very popular surrounding pension reform debate.

Mary Berta interested in secretary position.
Running uncontested for this position.
Chair moved to vote; Jacquie second
All in favor, none opposed.
Mary Berta will serve as new Secretary.

Minutes submitted by Jennifer Anderson, Graduate Assistant

Approval of Minutes from Previous Meeting – November 14, 2012
     Will approve at a later date.

Please find attached Committee Reports
     Committee Reports and Senate Minutes attached due to tight meeting agenda

Next Meeting
    January 9th, 2013; 12:30 – 2:00PM; 2750 UH
    Chancellor attending!

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