



Meeting called to order by Chair, Michael Moss at 12:35

TODAY'S TOPIC: SUCCS Audit and Conversions

Michael: A little background information on the history of the conversion. There is an audit every other year between UI and UIC. The University always did well until one year they found that over 100 positions should have been Civil Service (CS) were Academic Professionals (AP). It is this audit finding in 2009 that has led to these University wide corrective procedures. Compliance with this audit is required by state law. We don't want to make the process more difficult for anyone who is already going through the conversion from AP to CS but we need to understand more about the University's intentions and the direction the conversions are going.

Ahlam: This is a painful process and going in the wrong direction. We need to ask for a moratorium. There is no policy to let staff know of their rights. The seniority structure needs to be amended- it is not equitable. There remains a lot of misinformation as to what will happen if you are AP and applying for a CS position. The changeover process is not structured with only little bits of information coming out. We need to ask for a moratorium until the full detailed guidelines are established. Research positions are particularly problematic. At the end of the grant term the position isn't concluded because they are CS. Research jobs are not consistent across departments a position in one department might be CS while the same job in another is AP.

There are quotas of people that need to be converted each month.

Milestone: Medical Center went through job analysis first and had 70-75 % of APs have been converted. The concerns that came to light in this process:

- Employee Concerns (Primarily Seniority)
- Employer Concerns (Primarily Need for Degreed Positions)
- Need to Define Specific Concerns
- Opportunity for Focus Group

Key Stakeholders & Constituencies

All these people have a stake in the issue

Merit Board- organized governed the state university retirement system. Any change to state universities would be moved through that board. They raised the issue of mandatory specific degree requirements so someone working in HR with a HR degree can't have their own job after conversion.

Tom Morelock - He is driving the process and has an expectation from the union to complete this process. He would like to see more CS positions.

Maureen Parks –views conflict with our needs as APs.

Chancellor- has been very supportive and has done everything APAC has asked.

UIC Senate- Presented a resolution in the senate dealing with seniority in 2011, Monaghan couldn't get the conversion process to slow down.

JCAR- is trying to make the hiring process for APs more complex which will cause people to be CS by default.

Marelet: APAC needs university support especially because we do good things for the university
Jacquie: Support Services Committee will be a good ally.

APAC has two levels of concerns:

Employee concerns of AP staff- What will happen to me and my job?

Management concerns- Will we be able to identify those needs and complaints?

Point of Action:

Faculty Petition

We will draft a five point petition that will go to the chancellor.

-There is no start and finish to conversion processes. We need to start and go through these steps to put the systems and policies in place before we can move forward.

-The hiring process has not been codified- it is different every time. That is a primary roadblock.

-We are concerned about degree requirements.

- We are concerned about how seniority will be handled. If you have 5 years of experience and then one year in the new position, it seems that you will be converted at the one year rate. (Has HR been asked for this data? What are the numbers that are being analyzed?)

Ahlam will head this faculty petition effort.

Michael: We can ask for this HR analysis from Robert. Let's summarize what we are asking for, and then follow up in writing.

Marelet will revamp this letter after the meeting and resend it from APAC.

Jen : I believe HR may be working on the degree issue and new information may be coming out soon you may be able to add specialty factors if you want a specific degree requirements.

Marelet: I'm not having trouble getting AP titles approved but the titles aren't consistent.

Next steps:

Meeting with the provost (Dec 5th)

UPPAC on December 17th (executive committee- Michael, Ahlam, two exec jobs open)

Meeting with Robert asking for Data

On the employees concerns- must be a standard AP title

Do we want to reach out the faculty support committee? Yes, we need as much help as possible.

HR- Because we don't know where HR is on this topic, do we want HR to present training plan and policies? They have asked us to identify any misconceptions of the CS system so that they can do training on it. Perhaps we can suggest that they do a survey.

Let's invite them to our next meeting along with all the directors:

Compensation (new person) (Joe Fowler used to have position)

John can get the word out and bring HR people that are really doing the work to ask questions

Employment

CS Shannon McGinnis

Need clarification on hiring freeze

Minutes: Jennifer Anderson

Joe and Dan, Shannon should be invited to answer our questions.

Until then, let's hold off on the petition until we have this meeting so that we know what is going on.

Committee Reports:

PROFESSIONAL DEVELOPMENT (Kathleen, Ahlam, Colleen)
Development events will be on hold until after the New Year.

BUILDING COMMUNICATION & EDUCATION (Agnes)
No Update

COMMUNICATIONS (Bill)
Working on November News

CHANCELLOR'S ACADEMIC PROFESSIONAL EXCELLENCE (CAPE) AWARD (Bill)
Chancellor Paula Allen-Meares was originally supposed to read the citations for the CAPE Awards at the Employee Recognition Ceremony, but with less than a week before the event requested that CAPE Chair William S. Bike to read the citations instead. Bike agreed and did so, and the Chancellor expressed her appreciation to APAC and the CAPE committee for our flexibility.

BY LAWS (Colleen)
No update

REPRESENTATION (Marelet)
Our agenda for November 14 is the topic of "Representation"

New Business and Next Month's Topic

Two open Exec jobs are open. Also we need to find files from the former Secretary.

CA 49 didn't pass. Pension reform will probably be back in the lame duck session. We will have to stay on top of that issue as legislation is proposed.

Approval of Minutes from Previous Meeting – October 10, 2012

Minutes approved after minor change.

Next Meeting:

December 12, 2012; 12:30 – 2:00PM; 5175 COMRB