



APAC Agenda  
January 9, 2013 12:30-2:00 PM

Location: 2750 UH  
Conference Line: 1-888-808-6929

APAC Chair, Michael, called Meeting called to order at 12:35.  
Thanked the chancellor for the lunch and for providing a graduate student.

## Introductions

### **SPECIAL GUEST:** **Chancellor Allen Meares**

#### *Concerns Related to Pensions*

Robert Crouch- An update on pension reform legislation

16 different versions on a bill were purposed by the end of the weekend and none were passed. It will be up to the new legislature to pick up the bill. We don't know how this will turn out but are committed to watching the progress.

Chancellor-

Concurred and mentioned that the administration is working on the pension issue on behalf of the faculty and staff. The issue is front and center. They are fully engaged in this debate.

We are also working with business community who see our pension requirements as a shared burden- this is going to be solved through collaboration of employer's and the state. She would like to see the university to offer packages and pensions and benefits similar to those offered by Northwestern University and University of Chicago.

New administrative staff to introduce:

Ron Pushkins- will lead the conversion process.

Karen Bill Windt- new chief of staff to the Chancellor

#### *Concerns Related to Exemption Authority*

The Chancellor has been working to show how this would be detrimental to us. This is the third time that Tom Morelock has tried to remove the exemption authority from the university. We feel they can't have the information to make adequate decisions for the university from the outside.

RC-

This Friday there will be a meeting, with reps from whole state. Tom Morelock doesn't feel he will have the support to get exemption transferred to his office, but would like to take a plan to the Merit board proving that positions are adequately classified.

### *Slow Progress of Civil Service Audit/Conversions*

Chancellor asked if there ways of shorting this conversion process. Our office thought this would take 18mths and yet the process drags on. She would like to see this process truncated.

RC- We have come up with a revised methodology that will speed up the process. It will be piloted in the college of Arts and Architecture. By the end of the month should have results and we will roll out the procedure all over the campus

Ahlam- Ron, what is your background?

Ron Pushkins- I came from CTA compensation. I primarily have a union background.

Ahlam- We are a research, medical, and teaching institution which has special needs. How do you feel about this?

RC-A huge challenge for us has been a lack of structure. It's as though we have been working on getting staff positions properly outlined. Under this revised methodology, we will have those prepared first before we go into an analysis of a department. Then at the end of this project, we will to only have those positions that have been outlined but will create a basic employment structure that will be used across the board.

Chancellor – We want to create job families and ladders for mobility as a part of this conversion.

Also must note that there are several positions open at the administrative level.

### *HR Hiring Process*

Ahlam: We have several concerns with the HR hiring process and RAHA. We feel it is counter intuitive. No one has been rejected so it seems to be an unnecessary process.

Chancellor is unsure that there is a hiring freeze. Caryn is going to follow up on this and if there is no freeze in place at the moment, she will send out a memorandum and let us know so that we don't have to complete that process any more.

Ahlam- There is no consistency in hiring between departments. Several HR policies have been introduced that have impacted our ability to hire and fire. These policies are disincentivized staff to move to another position. We need an orderly process. APs have not been at the table to discuss their needs. There have been no business managers as part of the process and they are the people who will be doing the hiring. The current process takes us 4 to 5 times as long.

Chancellor- Would it help if there were a committee and feedback period?

Michael- There has been but only through highest Deans level, not those who will be implementing the work. They have not been involved in the development process.

Ahlam- implementation level staff needs to be involved in the implementation process.

## **New Business and Next Month's Topic:**

### **Update on Human Capital Strategy Detailed concerns for Wayne Stahl**

Michael feels we are still very early in the process and we can't be fully invested in edits and feedback yet. We will see a very different version at the UPPAC meeting that the version we say at the last APAC meeting.

### **New Pension Reform Legislation**

SURS feels sure that a 10% increase will go through. But how do we know what issues COLA, benefits, etc are the most vulnerable? Do we want to invite a legislator or someone on the pension committee to do an APAC town hall?

IGPA has a document that informs the legislators on facts about public employees such as lack of social security, no 401K etc. Can we ask them to revise this document?

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## **ACTION ITEMS:**

**Work with SUAA to create Town Hall**

**Brainstorm strategy for Exemption Authority**

**Send Follow up letter to Chancellor and Robert Crouch  
Jen A. will draft and Ahlam will refine and send to the Chancellor**

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## **Approval of Minutes from Previous Meeting – December 12th, 2012**

Postponed

## **Please find attached Committee Reports**

Committee Reports attached due to tight meeting agenda.

## **Next Meeting**

February 13th, 2013; 12:30 – 2:00PM; 5175 COMRB

## **COMMITTEE REPORTS:**

### **Building Community & Education Subcommittee (Agnes Kowalec)**

Date: 1/9/2013

Completed:

12/12/2012 Cookie decorating with pediatric cancer patients UIC Hospital. Collected 40 teddy bears and some cookies and decorating supplies. Distributed approx 25 bears, kids had a great time. Donated remaining bears and cookies/decorating supplies for the unit to be distributed to newcomers.

January Event:

1/17/2012 Resume Workshop Part Two from 1.30 to 3 pm at 1020 Moss Auditorium COMRB  
909 S. Wolcott Ave. Presentation by Laurie Schellenberger followed up by resume swapping  
and discussion.

As of 1/7/2013 15 registered.

**Communications Committee (Bill Bike)**

December APAC News published;

Working on January issue.