

APAC Minutes

May 11, 2011 at 12:30pm-2:00pm

Location: 2750 University Hall

Minutes: Yair A. Rodriguez

Conference line: 312-413-2003

Present:

Tomeiko Sewell, Jacqueline Berger, William Bike, Virginia Buglio, Jill Davis, Lee Jackson, Margret Moser, Michael Moss, Patricia Ransom, Yair Rodriguez, Jennifer Rowan, Deidre Rush, Susan Verghese.

SURS petition has been launched and we have reached 200 signatures as of noon. It took the effort of 15 people to launch the final product. There is no problem with this virtual petition going "virtual" across all campuses. It has been approved by administrations and it affects people across several institutions. Michael's goal is to reach 1000 signatures. Ultimately, 5000 would mean mass success.

CUCSS letter was not approved and needs to be redone before it is sent out. In terms of its content, several APAC members have provided edits. Margret rearranged the order of the letter and moved main concerns to the top. One concern is regarding the 60% matching index.

Anaise: 60% match is not a process practiced at UIC. This practice (index) was alluded to by Tom Morelock and not used here on campus. HR just matches base don duties and responsibilities. HR looks occupational groups and job categories to "match" civic service class plans. After a match is found, HR suggests new title to departments to departments. If departments are in agreement, then the position is looked over again to review the classification and nature of job. Departments decide the CS position title employees receive.

Michael: When a decision is made, the decision is easy, but when there is a grey area, what happens?

Anaise: Grey area situations are very limited. Most cases are very obvious.

Things HR looks at:

1. Does the job meet a CS match/spec? If so, then it is CS.
2. If no match exists, and no criteria exist, then position is AP (for now). If no match exists, and does not fit AP criteria, then position will be turned over to CS. If no match exists, and duties supersede CS criteria, then AP position will be assigned.

Michael: Is 70% conversion the minimal compliance? If not, who decided such a high number? We want to be at the bare minimum.

Anaise: There is no number. We are merely converting based on findings. If CS, has a minimal compliance number, we would be glad to just reach that number.

Anaise: CS can create CS classifications for any AP position on campus at any time. Any changes to this authority must to go through the legislature. Please mind that HR is not responsible to address this to chancellor. It's a leadership movement. HR directors meeting every quarter and bring issues (of CS) up to university leadership.

Michael: There is not enough information on APs that will be converted whom are on soft monies. What will happen since they cannot be terminated?

Anaise: Those positions can be terminated. It's a longer process, but it can be done.

Demonstration Project: CS will recognize employees are on soft funds. When termination time comes, rights (bumping) and benefits will not be given. This will be tested on a single unit to begin.

Jacqueline: Are all AP positions posted on the website already approved?

Anaise: No. Visiting positions are launched and some will be converted.

Jacqueline: Can we communicate a disclaimer on the webpage to verify correct status?

Anaise: I can bring that up. Any future suggestions are kindly accepted.

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HR Update: HR will support APAC with any endeavors as long as HR does not fall outside of compliance. In August of 2011, the President will be hosting the UPAC group in Urbana. Maureen wants you to have a voice and talk to the right people with decision-making powers.

Chancellor's Office: Keep up the good work. The office will attend future meetings to stay updated and to inform APAC of how they can help with your efforts. It will be helpful for the Chancellor to know what is going as well. Please check the office's website for current events. The Chancellor will work with Maureen Parks to come up with "creative" ways to address the current situation.

CCSW: would like APAC to co-sponsor two events at \$200 total for their end of year program and final workshop.

Survey: The cover letter with recommendations has been done. It will be sent along with the survey results to the Chancellor.

Website: It is extremely successful! Good job Bill.