

Administrative/Professional Council Meeting
February 6, 2003
1:00 p.m.
Rosa Parks Conference Room, Watterson Towers

A special meeting of the A/P Council was convened at the Rosa Parks Conference Room in Watterson Towers to discuss budget issues facing the University, and the impending Presidential search. All A/P staff members were invited to attend and there were over one hundred A/P staff members in attendance.

The meeting was called to order by Chika Nnamani, A/P Council Chair, at 1:00 p.m. He provided a brief background for the purpose of the meeting. It was originally intended to help gain an "A/P perspective" on impending budget-related decisions (particularly layoffs). The events of the past week have broadened the issues to include leadership transition questions.

Nnamani had the members of the A/P Council and the Grievance Committee who were present introduce themselves.

Budget Challenges

In his visit to the Council's January meeting, President Boschini indicated that he felt the general campus community would be in favor of a salary increase, even if that meant layoffs of personnel. At that time, the Council communicated that they, as a group, did not feel that way. Nnamani posed this question to A/P members present, and asked for their input. The discussion began with a couple of questions:

Q - Do criteria exist dictating how layoffs would be conducted?

A – No, criteria do not exist. This may be another area where we, as A/P, could provide input.

Q - What is the status of current health care costs and passing those costs on to individual employees?

A – Illinois State paid \$3.087 million in both fiscal years 2002 and 2003. The institution, and not the individual, covered the cost. There have been no conversations of passing future costs to employees at this time.

Other "resolutions" determined through discussion include:

- No one employee classification is more central to the mission of the institution.
- We need to increase the flow of information to facilitate university understanding of the differences and constraints in personnel and operations budgets.
- A vote was taken, and the group agreed unanimously that salary increases should not occur if personnel layoffs would result. Consideration should be given to those losses that have already occurred through attrition. If necessary, the layoff process should begin at the unit level, where it would be possible to explore other options, such as job-sharing, time reduction, etc.

Attributes of a President

Nnamani asked those present to generate a list of those attributes they feel it would be important for Illinois State University's next President to possess. The members present listed these attributes as very crucial and important.

- a history with ISU academics
- a history of trust with a wide range of the campus community (faculty, staff, etc.)
- strong knowledge of, and abilities in, budgeting
- strong fundraising abilities
- experience in "Springfield"
- excellent communicator of complex issues
- allow VP's to do their job while providing strong leadership
- understanding of, and a commitment to, diversity to continue progress that has been made
- knowledge of, and a commitment to, Educating Illinois (particularly related to the budget priorities)
- understanding of the importance of combining curricular and co-curricular
- consideration of human costs related to budget issues
- continuance of strong relationship with Town of Normal
- accessible to students
- "don't just tread water" – keep the University moving forward
- possess Redbird institutional pride

Substantive Search Process

There was some discussion about the impact of hiring an internal candidate. It will be important to consider the "domino effect" this would create. What is best for the institution must remain the highest priority.

A question was raised about the need to hire a search firm to coordinate the process. Would it not be possible to do it on our own and save the cost of hiring such a firm? Via discussion, it was recommended that a search firm would be necessary – the benefits far outweigh the cost.

The group also discussed A/P representation within the impending search process. It appears that there are some mechanisms in place for some A/P input, but there are no guarantees that an A/P representative would be included on the search committee. The group felt that this was imperative and encouraged the Council to take whatever steps were necessary to communicate this to the BOT, the interim President, *etc.*

In closing this section, it was encouraged that the Board of Trustees be as efficient as possible in conducting a search for a new President – conducting a thorough search, yet we recognize the length of time that the interim serves depends on many internal and external factors, including agreement with the BOT, availability of candidates, *etc.*