

Illinois State University
Administrative/Professional Council

1:15 – 3:00 pm; Thursday, March 22, 2007
Room 375, Student Services Building

Council members present: Steve Klay, Mindy Mangialardi, Mark Vegter, Rick Olshak, Debbi Lamb, Pam Cooper, Amy Roser, Rachel Calhoun

Ex-officio members present: Mboka Mwilambwe, Stacy Ramsey, Derek Story

Guests: Barb Todd, Executive Director, Internal Campaigns

Todd discussed Dollars for Scholars program, a new program from University Advancement tied to the 150 year anniversary. President Bowman selected four scholarships tied to the 150 year program (Bowman Fellows, Bone Scholars, Presidential Scholars, Olamide E. Adeyooye Memorial Scholarship). These scholarships (like presidential scholars) are no longer full tuition payments. Dollars for Scholars is a one year program for the 150th year. More information is at <http://www.universityadvancement.ilstu.edu/about/DollarsforScholars.shtml> Groups of people or units may also contribute and should work with Institutional Advancement about the details.

Ira Schoenwald, Associate Vice President, Human Resources

Schoenwald discussed Human Resources and Administrative Professional class structure, gave some background and history of the category. Current structure does not provide rewards for staff who have been employed for an extended period. For example, Civil Service employees get longevity awards (payments) and AP does not. He discussed the notion of broad banding, which means not having a narrow band of classification like Academic Advisors which are different levels within one classification. This would create more opportunities for managers/supervisors to reward AP staff, including those who participate in professional development opportunities. Schoenwald stated much of the campus performance review is not connected to salary raises, they should be connected. That process would not have the types of limits the University has today. The current process does not reward staff for employment over a long duration. For many classifications the only way to move up is to get another job.

Council members discussed issues related to Broad Banding and how it might be applied at Illinois State.

Approval of minutes – February 22 minutes approved without correction. March 8, action delayed until the next meeting.

Chair's remarks – Steve Klay

Klay shared a thank you card from the Esprit de Corps recipient Kim Hays. Klay did not have his regular scheduled meeting with President Bowman.

Committee/Representative Reports

Foundation – Larry Lyons - No Report

Scholarship – Debbie Lamb - Met with Maureen Smith and provided updates on the AP scholarship. The Application should be ready for council consideration at the next meeting. An e-mail will be sent to all AP staff once the application and selection process has been determined. Council members discussed the make up of the selection committee for the scholarship.

Campus Communication Committee – Stacy Ramsey - no report

Elections – Rick Olshak - Call for nominations will be next week. Timeline as follows - April 13th Nominations due, April 16 - 19 candidate statement/photos, April 20th Finalized website, April 23 reminder e-mail with elections link sent, April 30th to May 3 Elections, May 4th Winners notified and results announced.

Academic Senate - Mboka Mwilambwe - Academic Senate's last meeting was Feb 21. They discussed with President Bowman Summer School funding. A second committee including department chairs is working on the summer school funding, perhaps a hybrid model. President Bowman has a meeting with the Inspector General in Chicago. Bowman reported that the Governor included the fine arts project in his budget. The Academic Senate is looking at the "blue book" which governs the bylaws and committee procedures.

HR Liaison – Derek Story - No Report

Brown Bags – Nikki Brauer - No Report, Next April 18 Annuitants.

Business/Discussion Items

Changes to the Grievance Policy proposal were discussed.

Adjournment

Motion First - Amy Roser

Seconded - Rick Olshak