

Northern Illinois University
UNIVERSITY COUNCIL PERSONNEL COMMITTEE
Sub-Committee Meeting
January 20, 2021
2:00 p.m.
Microsoft Teams Meeting

MINUTES

Present: Chad McEvoy, Holly Nicholson, Wendy Vaughn, Terry Borg

Absent: Meredith Stange

Staff/Guests: Joan Parrish

Call to Order

McEvoy called the meeting to order at 2:01 p.m.

Public Comments

There were no public comment requests.

Review and Discussion of Committee Responsibilities and Composition

McEvoy reviewed the tasks assigned to this sub-committee. McEvoy then shared the duties of the UCPC committee. McEvoy also discussed the composition of the committee. Nicholson remarked about potential overlap with other committees. Borg advised that UCPC could cover everything not covered by another committee. Vaughn asked if this was a grievance type of body or if this committee was more for promotion and retention. McEvoy advised the UCPC could also identify what policies should be reviewed and could be of an advisory nature that makes suggestions about policy changes. McEvoy discussed SPS sabbatical proposals and if the current FSPC be allowed to continue voting to absorb the SPS sabbatical allocations. Borg advised that it is being discussed that SPS sabbatical might be converted to professional development and remarked that some SPS have been converted to Civil Service. Borg also questioned the compliance portion of the bylaws for the UCPC committee and asked if there are gaps doing compliance duties on other committees. McEvoy remarked that collective bargaining governs the terms and conditions of union covered employees. There are personnel issues that arise that are not covered by collective bargaining, these are the issues that should be address by this UCPC. Nicholson advised that some union covered members have stated that there are items that are not covered by their union. Vaughn added that there could be policies that have been put in place by collective bargaining could also be beneficial for non-union represented staff. Borg stated that issues is not covered by the FSPC, could be covered by the UCPC. McEvoy stated that if it was not covered under collective bargaining. Nicholson remarked that this committee could review any policies brought forward by a

staff member. McEvoy asked Vaughn about tenure and promotion for clinical faculty. Vaughn advised that Clinical Faculty has processes in place for promotion and acquisition of a renewable contract. McEvoy suggested there needs to be a body to govern the policies of clinical and research faculty members. McEvoy stated equity issues are a good example of the type of matters that the UCPC should review. Parrish asked if it wouldn't be a good idea to have someone from HR, EAP and/or the Ombudsperson come talk to this sub-committee about the policies for non-represented staff members. Vaughn asked for clarification about the role of the former UCPC. McEvoy suggested that we invite Brian Smith, Sarah Klapper and one of the personnel advisors to the next meeting. Personnel advisors are John Hulseberg (non-represented), -Jeanne Meyer (SPS) and Steve Howell (faculty, including clinical). The next meeting of this sub-committee is scheduled for February 3, 2021. The meeting adjourned at 2:57 p.m.