MINUTES

University Professional Personnel Advisory Committee
April 15, 1994

Present: Constance Caveny (UIUC Admin), Sara Chilton (UIUC PAC), Karen Ein (UIC PAC), Audrey Gordon (UIUC PAC), Howard Guenther (UIUC PAC), Mary Jordan (CA Admin), Robert Harris (UIUC PAC), Liz Perry (UIUC Admin), Jim Wentz (UIUC PAC), Joyce Winn (UIC Admin)

I. The Minutes of the January 21, 1994 meeting were approved with a correction to item IV. (Final Minutes are attached as corrected.)

II. Performance evaluation of academic professionals at UIC, as a campus initiative, has been put on hold. A task force will be charged with developing a process for performance appraisal for the campus. A. Gordon noted the survey discussed earlier by UPPAC could now proceed. She will prepare a draft for review. S. Chilton indicated the Urbana PAC supports performance evaluation as a concept but wishes to study the issue further. Urbana PAC will be asking Gerry Ferris to meet with them to help focus on issues at the campus related to performance evaluation.

III. AP Project update: M. Jordan reported that for Central Administration, the initial phase of the Project is 98% complete. Of the approximately 350 positions, about 51 were found to have potential PAPE issues (e.g., duties out of date, organizational relationship obsolete, degree requirements inappropriate) and these are being looked into now. Chicago has about 60% of their forms returned. Urbana has a pilot group with a modified form which are due back in a few weeks.

IV. Draft recommendations for academic professional issues from the University Committee to Study Employment Issues, which is being staffed by G. Layman for the Office of the Vice President for Academic Affairs, were discussed. Consensus on the three recommendations was as follows: 1) agreed with recommendation to extend notice of nonreappointment rights to part-time academic professionals with 50% or greater appointments; 2) did not endorse second recommendation on (another) review of the AP personnel system; 3) third recommendation dealing with evaluation of vacant or new AP positions represents no change in current practice and thus would not be appropriate as a recommendation.

V. Each PAC Chairperson reported on activity at the campus. At UIC, a retreat for PAC will address campus grievance process. UIC-FAC would like to adopt the Urbana model which is collegial rather than the administrative review process which is the current model. Changes in the UIC-PAC election process are also underway. There will no longer be 7 districts based on type of position with 3 members per district. Instead all 21 members will be chosen at-large. UIC has about 1500 academic professionals represented by 21 PAC members while UIUC has about 2200 academic professional represented by 10 PAC members. At UIUC, PAC continues to experience a heavy grievance load. UIUC PAC continues to strive to maintain communications with academic professionals.

The Committee was adjourned.

Final
Adopted Oct. 20, 1994
Submitted by Constance Caveny