MINUTES

University Professional Personnel Advisory Committee
October 24, 1995
10:00 a.m.
University of Illinois at Urbana-Champaign

Present: Carolyn Burrell (UIUC Admin), Constance Caveny (UIUC Admin), Sara Chilton (UIUC PAC), Barbara Ferrara (UIS), Nancy Fjortoft (UIC APAC), Dennis Fueh (UIS), Audrey Gordon (UIC APAC), Robert Harris (UIUC PAC), Gayle Layman (CA Admin), Lois Meerdink, (UIUC PAC), Joyce Winn (UIC Admin), Liesel Wilchagen (UIUC PAC)

I. The Minutes of the September 19, 1995 meeting were approved with the addition of Barbara Ferrara as present at that meeting.

II. Sara Chilton, as Chair, opened the process for the annual UPPAC election per the By-laws. Nancy Fjortoft nominated Audrey Gordon for Chair. Sara Chilton seconded the nomination. No additional nominations were forthcoming. Audrey Gordon was elected Chair for the coming year by acclamation.

III. As an announcement, attention was called to Section 127 of the Internal Revenue Code, which had permitted some of an employee’s tuition costs to be tax exempt. The Section 127 clause allowing exemption lapsed. Efforts have been underway in Congress to reenact the previous coverage or some compromise. Members will be kept informed if there are changes to the status quo.

IV. Campus Reports -

A. University of Illinois at Springfield
   Barbara Ferrara reported on campus activities focusing on organization of a UIS committee for academic professionals. The committee will have ten members and will be called the Academic Professional Advisory Committee (APAC). She discussed the shift from shared governance to advisory status and some of the perceptions resulting from this change. (see attached)

B. University of Illinois at Urbana-Champaign
   Lois Meerdink reported PAC was examining the calendar of election of members and also of officers with a shift to an earlier calendar under consideration. The election of officers would occur in July so they would be in place at the beginning of the new academic year.
   UIUC is updating the PAC brochure, preparing for the 1996 CAPE award process and is scheduled to meet with Chancellor Aiken at its December meeting. Grievances are lighter with only one lacking closure.

C. University of Illinois at Chicago
   Audrey Gordon reported on the recognition award program instituted by the Vice Chancellor for Administration and Human Resources. Unclear criteria for selection and lack of distinction between academic professional and civil service employees were noted as concerns.
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She also reported she will be meeting with the campus FAC to discuss common issues. APAC is sponsoring seminars on particular issues during the year. The first one with Liz Perry as presenter had an attendance of 125.

V. The Dismissal for Cause proposal crafted by UPPAC and the PACs in 1990-91 was discussed briefly. The proposed language on dismissal for cause (for academic professionals) will be sent back to the PACs for confirmation of the 1991 decision forwarding the proposal for University wide consideration. Many of the people now on the campus PACs were not part of the process five years ago. It will be on the next UPPAC agenda for additional discussion with discussion at the campus level encouraged in the meantime.

VI. The history of the proposed policy for extending notice of non-reappointment to part-time academic professionals was reviewed. President Stukel has responded positively to this proposal but it has not been formally considered outside of UPPAC. Data on gender, soft vs. hard funds, and years of service were requested to demonstrate the scope of change proposed. Gayle Layman will request the data from the University Office of Planning and Budgeting and work with that Office to summarize the results. This item will also be on the next UPPAC agenda with the additional data. Discussions at the campus level are encouraged during the interim.

VII. Audrey Gordon proposed a review of multi-year contracts for academic professionals be initiated with a survey of such contracts at other institutions. She noted a subcommittee of UPPAC could gather this information and bring it to the whole Committee. The discussion was preliminary and will be continued at a later meeting.

The Committee adjourned at noon.

Draft for approval, February 6, 1996
Submitted by Constance Caveny