MINUTES

University Professional Personnel Advisory Committee
December 10, 1996
10:30 a.m.
University of Illinois at Urbana-Champaign

Present: Linda Grider (UIC-APAC), Constance Caveny (UIUC Admin), Lois Meerdink (UIUC PAC), Judith Baxter (UIC), Robert Harris (UIUC PAC), Dennis Frueh (UIS APAC), Liesel Wildhagen (UIUC PAC), Carolyn Burrell (UIUC Admin), Terri Jackson (UIS APAC), Lawrence Johnson (UIS Admin), Sara Chilton (UIUC), Terry Wilson (UIUC-PAC), Gayle Layman (UI Central Admin)

I. Minutes approved with corrections as noted.

II. Sara Chilton reported on the All-University Academic Professional Conference Steering Committee of November 22, 1996. She highlighted (see checks)

* Larry Johnson asked if Chancellors should be apprised before Stukel meeting. Sara Chilton noted it was a university-wide activity with some funding proposed from that level. No confirmation exists until the President approves. Four levels of support are President/Campus/Department/individual. PAC members will be asked to help publicize/support with subcommittee members.

* Bob Harris would like to have information for the CES Annual Conference by March/April. Chilton asked each of us to think of people doing interesting things who could prepare a proposal for presentation.

* Lawrence Johnson: Promoting communication among diverse population as a specific topic.

* Carolyn Burrell: Asynchronous learning -- Academic professionals are heavily involved. Internet mode.

* Terry Wilson: How policies are made at the University of Illinois. Professional conference is professional development in two senses: 1) by going and learning, 2) by presenting at conferences.

III. A. Dismissal for Cause Issues

Carolyn Burrell, ex officio on USSP: New Twist: Three or four years ago Resek appointed a committee to revise terms of employment to include sanctions for misconduct. The report was not well received. Urbana continued to work on a report in general to be incorporated into policy developed, USSP committee drafts. Current drafts now include academic professionals by virtue of "academic staff" for the proposed sanctions short of dismissal, but the proposed procedures would require following steps in the Statutes. After going through the steps, then sanctions can be imposed. Also a new appeals committee within the current draft includes faculty and students on the committee. It needs academic professional participation.
If the Senate Committee proposal on sanctions is adopted, then the UPPAC draft of dismissal for cause may become moot. This proposal is due to go to Senate for first reading in February. Gayle Layman noted the University has several free-standing policies (e.g., Academic Integrity, Conflict of Interest) which can result in sanctions. Each of these are very procedural in nature. So the melding of these already procedurally free-standing processes with this new process needs additional attention. A Senate Conference Committee is looking at this overlap issue. Larry Poston’s Tenure Seminar is relevant to this as a practice of University Policy. Tenure may need some “tweaking.” Sylvia Manning thinks tenure is possibly the next big public issue for higher education. January 25 conference with Senate leadership is to tie all these issues together.

Terry Wilson, UIUC-PAC, expressed concern that this was happening quickly. UIUC may have a special PAC meeting to discuss these concerns. George Friedman and Harry Hilton offered to come to a January meeting to talk about it.

Barb Ferrara suggested that UIS and UIC committees funnel concerns to Terry Wilson. Carolyn Burrell would be a good resource at the January 1997 UIUC-PAC discussion.

B. Budget Reform - An update of the proposal for budget reform is expected in January, 1997 at UIUC. The professional UPPAC review of budget reform is on hold until the proposal is available.

C. Review of Grievance Processes -- All the campuses were to discuss peer grievance process. A one-day retreat was proposed to economize on use of time and resource people to do history/training for a first-hand feel. After that, campuses could meet with Affirmative Action, Legal Counsel, Academic Human Resources, etc. as needed.

Linda Grider: Reported that the committee chaired by Judson Mitchell has issued its report. UIC-APAC is to review the report and the proposed policy with comments to be forwarded to John Wanat by March 1, 1997.

It was decided that Connie Caveny research a grievance retreat for all interested folks (with Sara Chilton and Bob Harris) targeted for the end of June or early fall.

D. Promotion/Internal Transfer

Chicago - In reviewing the proposed policy on Promotion/Internal Transfer, APAC thought it was good, but was curious about background and the current status at UIUC. Chicago would like more information on results of the policy (i.e., cases and data if possible).

E. Administrative Leave

Regarding administrative leave, the option of proposing modifications to current practice as well as recommending the policy become permanent were reviewed. Chicago reported they had looked at briefly but was little used by their campus. Springfield noted it was not in use at UIS but requested additional information. It was noted CES at Urbana has a different type of leave.

Cooperative Study leave (copy to be distributed to UPPAC participants. UIUC indicated this topic might put on survey.)
For now, campus level discussions will continue on this topic. Suggestions for modifications will be brought to the next UPPAC meeting.

CAMPUS REPORTS

UIUC - PAC has met twice since the last UPPAC meeting: In November, had a two hour visit with Chancellor Aiken and spoke about academic professional implementation status, budget reform, benefits for domestic partners, child care, grievances, communication. In December, had a visitor, survey (copy distributed) proposal for funding to go to Chancellor. Maureen Banks from PAC will serve on a new ad hoc committee on sexual harassment.

CHICAGO - One meeting in November to discuss general meeting/retreat for two hours on restructuring committees, getting people involved, newsletter coming out. UIC had a survey in a past newsletter. Communication is a big issue at Chicago also. Chancellor Broski will meet with APAC which is stressing a positive approach.

UIS - Reported 3 meetings -- see handout attached.

The Committee moved to adjourn at 12:00.