MINUTES

University Professional Personnel Advisory Committee
February 6, 1996
10:30 a.m.
University of Illinois at Springfield

Present: Carol Bloemer (UIS APAC), Carolyn Burrell (UIUC Admin), Constance Caveny (UIUC Admin), Sara Chilton (UIUC PAC), Barbara Ferrara (UIS), Dennis Frueh (UIS), Audrey Gordon (UIC APAC), Linda Grider (UIC APAC), Robert Harris (UIUC PAC), Terri Jackson (UIS APAC), Ann Lodl (UIUC APAC), Lois Meerdink (UIUC PAC), Carmelita Washington (UIS Admin), Liesel Wildhagen (UIUC PAC)

I. The Minutes of the October 24, 1995 meeting were approved with a correction.

II. Campus Reports -

A. University of Illinois at Springfield
   Barbara Ferrara distributed a brief report (attached). The ten member UIS-Academic Professional Advisory Committee (APAC) has five members from districts and five members elected at large. Barbara Ferrara was elected as Chair with Carol Bloemer as Vice Chair. UIS will be creating an electronic newsletter and would be interested in learning about similar efforts at the other campuses.

B. University of Illinois at Urbana-Champaign
   Lois Meerdink reported an Ad Hoc subcommittee is working on a Performance Evaluation policy which will be issued as part of the implementation of the UIUC report of the Professional Personnel Review Committee. The Committee has also gone on record as supporting retention of compensable sick leave given the possibility of legislation to abolish it.

C. University of Illinois at Chicago
   Audrey Gordon reported the recognition award program instituted by the Vice Chancellor for Administration and Human Resources had caused a change in the date of the CAPE award in order for all awards to be made at the same time. She said the UIC Employee Development form had been distributed for the second year noting it had limited input from APAC. UIC grievance procedures are being revised by a committee appointed (September 1995) without APAC involvement. She also reported Groundhog Day was very cold but thirty people attended the annual APAC event. A newsletter is also in the planning stages.
III. The Dismissal for Cause proposal was discussed with a special presentation by Linda Grider (Chicago APAC). The proposed language on dismissal for cause (for academic professionals) was modified slightly as a result. A motion to forward the proposal for University wide consideration was made by Sara Chilton. Lois Meerdink seconded the motion which passed unanimously.

IV. The history of the proposed policy for extending notice of non-reappointment to part-time academic professionals was reviewed. Data on gender and soft vs. hard funds, for UIC and UIUC were distributed (attached). UIS requested additional time to discuss this change, noting that although the campus currently has few non-visiting academic professionals who would benefit, it would be a significant change to the policy. After discussion, additional data (on years of service and number by department/college) was requested. Also, consideration of a modification to the current draft was requested to give year for year credit on non-reappointment for all non-visiting academic professional appointments of fifty percent or greater rather than the proportional credit now in the draft.

V. Audrey Gordon lead a general discussion on issues and concerns for future consideration by UPPAC. A tally of those identified are as follows:

A. Multi-year contracts were important to UIC. UIUC would support them if coupled with a Dismissal for Cause policy and with performance evaluation.

B. A major issue for all three campuses is the lack of clear avenues for career advancement. Both a “rational” promotion procedure and an improved lateral movement process were of great interest. Career ladders for academic professionals frequently are not linear as for faculty or civil service. Academic professionals expressed frustration in identifying goal positions and being able to work toward improving both themselves and their usefulness to the University.

C. A “Chilly Climate” survey was also suggested. While not solely affecting academic professionals, interest in participating in any campus wide initiatives in this area was expressed.

The Committee adjourned at 2:00 p.m.

Draft for Approval March 26, 1996
Submitted by Constance Caveny