

My name is Tom Korder, and I am the Chair of the Council of Academic Professionals. CAP is an elected body of members who serve as the advisory committee for academic professionals on this campus. Thank you for the time to speak to the proposal that is being considered to add senators to the UIUC Senate.

First a little about who Academic Professionals (APs) are. The academic professional staff, as defined in the University of Illinois Statutes, consists of “those employees whose positions have been designated by the President and Chancellor as meeting specialized administrative, professional, or technical needs.” APs fill many roles on this campus including academic advisors, career services directors, extension educators, coordinators of professional academic programs, research programmers, head librarians, archeologists, research and development specialists, research scientists, instructors, and assistant professors among others. APs by rule are required to hold at least a bachelor’s degree and, as reported in a 2007 AP campus survey: 13 % hold a doctoral degree, 42 % hold master’s degrees, and 42 % hold bachelor’s degrees.

I myself am an AP who has served on this campus for 20 years. I have a 100% appointment as the Technical Director at Krannert Center for the Performing Arts, supervising the scenery area, and a 0% appointment in the Department of Theatre teaching graduate coursework in scenic technology. I also teach a non-majors Discovery class, and advise undergraduate and graduate students in practicum experiences.

I am proud of the work we as APs perform in support of the academic, research and public engagement missions of this campus, including

- recruit and mentor students, supervise students in labs, create tutoring and academic support programs
- provide support services to students with disabilities and from underrepresented groups
- work closely with faculty in planning and implementing curricula, facilitate curriculum revisions, develop courses, co-teach courses with faculty members, provide programs for faculty and students on integrating technology into instruction, and directly deliver coursework to undergraduate and graduate students
- engage in research activities alongside faculty, identify and write research grant proposals, and assist faculty members with publications

The significance of our contributions is reinforced by the fact there have been many AP winners of college, campus and professional awards for excellence in teaching, advising, and service.

Why is it critical that APs are provided voting representation in the campus senate?

The Senate constitution states that the UIUC Senate is charged with “oversight of educational policy on this campus”. Given the critical role that APs play in the academic mission of the University, we believe that in the spirit of shared governance, academic professionals should be given voting representation in the Senate. This change would offer academic professionals a more direct and effective way to speak for their constituency on the Urbana-Champaign campus.

In addition, the Senate’s role has evolved into consideration of more than what might be strictly considered educational policy, if one considers the charges associated with standing committees such as *Faculty and Staff Benefits, General University Policy, Equal Opportunity and Inclusion, Public Engagement and Institutional Advancement, Budget, Campus Operations, and Information Technology*. Many of the decisions and activities of the UI Senate directly impact Academic Professionals, for example decisions relative to the terms of AP employment were discussed a few years ago during Senate meetings. Because of this additional facet, it seems reasonable that APs have voting representation on the Senate.

Will this dilute the vote of faculty or student senators?

This question seems to imply that this group would consistently offer opposition to a certain groups' viewpoint in a way that would lessen the impact of that group's voice in the Senate. We believe that while academic professionals would offer more voices to the discussion, it would also add a more wide-reaching and informed voice on issues that effect all of the participants involved in the academic mission of the university. This direct involvement in the decision-making would also encourage APs to have a stronger "buy in" to the decisions of the senate.

The senate already considers many issues that effect a myriad of groups on campus, why do APs need their own vote?

Universities are intended to be democratic institutions governed in consultation with members of their community. Currently Senators are elected to the Senate, the primary body that is consulted, to represent the concerns of faculty and students. But if the Senate is considering issues that affect the whole community, the APs on our campus deserve to have their concerns directly represented. As integral contributors to the academic mission on the campus, APs can offer another perspective to those of students and faculty.

If AP's are to get voting representation then why shouldn't other campus employee groups?

Our argument for obtaining voting representation in the Senate is primarily based on the fact that AP's are integral contributors to the academic mission. If these other groups believe they meet this criteria then they may want to urge the Senate to consider this issue.

APs already serve on Senate Committees, is this not enough representation?

Yes there is one representative each on ten of the Senate Committees, including *Admissions, Budget, Committee on Committees, Campus Operations, Benefits, Equal Opportunity and Inclusion, General University Policy, Information Technology, Public Engagement and Institutional Advancement, University Statutes and Senate Procedures, University Student Life*). However APs are excluded from other Senate Committees, so their voice is not represented in these areas. *Academic Freedom and Tenure, Conference on Conduct Governance, Educational Policy, Honorary Degrees, Library, Student Discipline*.

And while this does give ten APs a voice and a vote within those committee meetings, and Senate floor privileges on matters relating to those committees, APs have no voice in many areas and no vote in the Senate on any issues.

APs are all administrators so this would give the administration more power or voice in the senate?

CAP definitions already exclude many administrators from the electorate, which will be the pool from which potential senators will be drawn. *"Unless otherwise specified, the President, Vice-Presidents, the Chancellor and Vice-Chancellors, the deans of the colleges, and the chief executive officers of the academic units shall not be members of the electorate. The Chancellor (or the President in the case of Central Administration academic professional staff) may, after consultation with the Council, identify additional senior administrative officers to be excluded from the electorate."*

Also, simply because someone works in administration, this does not mean they speak exclusively for campus administration and that they do not have and would not express different and possibly even contrary opinions or perspectives to campus administration. APs who serve as administrators are still themselves *employees* (on an individual level subject to the same policies, rules and guidelines) so they are as concerned about issues affecting APs as a non-administrative AP.

And finally, the Senate Constitution already currently affords certain administrators eligibility to be senators. *Executive officers of departments or similar units, and assistant or associate executive officers of such units, who are otherwise eligible, shall not be excluded from the faculty electorate because they hold administrative appointments in excess of one-half time.*

APs would be afraid to speak out in fear of their jobs?

APs involvement in CAP and on other campus committees has proven that they are not afraid to speak out on issues that concern them. In addition by this definition non-tenured faculty, who are eligible to be senators, would be in a similar situation.

How will this representation work?

The academic professional electorate is divided into eleven districts that are periodically reviewed for equitable representation. The proposal is to elect one academic professional senator from each of the districts for staggered two-year terms. The Council has already developed procedures for electing these eleven AP Senators in a manner that is in accord with Senate procedures.

Questions?

Please contact me at kordertv@illinois.edu or (217) 333-3718.

Background Information

Definition of AP Electorate

The academic professional staff whose appointments as academic professionals require at least fifty percent of full-time shall elect the Council. The academic professional staff, as defined in the University of Illinois Statutes, Article II, Section 5, consists of those employees whose positions have been designated by the President and Chancellor as meeting specialized administrative, professional, or technical needs. Members of the Central Administration academic professional staff whose principal offices are on the Urbana-Champaign campus shall be members of the electorate. Any person with an active tenure-system record, even if currently on a 0% faculty appointment, is excluded from the electorate. Any person with any appointment 1% or more on an "other academic" line (e.g., lecturers, instructors, teaching associates, post-doctoral associates, modified professorial titles (e.g., visiting professor, adjunct professor, research professor)) is excluded from the electorate. NOTE: A person with a 0% appointment in one of these "other academic" ranks who also holds a 50% or more academic professional appointment would be included in the CAP electorate. Unless otherwise specified, the President, Vice-Presidents, the Chancellor and Vice-Chancellors, the deans of the colleges, and the chief executive officers of the academic units shall not be members of the electorate. The Chancellor (or the President in the case of Central Administration academic professional staff) may, after consultation with the Council, identify additional senior administrative officers to be excluded from the electorate.

CAP Districts

District 1: University Administration

District 2: College of Engineering, CITES

District 3: College of Liberal Arts and Sciences, Intensive English Institute

District 4: Graduate College, VC-Research, Environmental Council, Beckman Institute

District 5: College of Agricultural, Consumer & Environmental Sciences (ACES), Applied Health Sciences

District 6: University of Illinois Extension

District 7: Division of Intercollegiate Athletics, VC-Student Affairs

District 8: Colleges of Business, Law, Medicine, and Veterinary Medicine, Labor & Industrial Relations, Institutes of Aviation, Fire Service, Government and Public Affairs, and Police Training

District 9: Colleges of Education, Communications, Fine & Applied Arts, Office of International Studies, Library and Information Science, Social Work, University Library, University Press

District 10: Chancellor, Provost, VC-Academic Affairs, VC-Public Engagement and Institutional Relations

District 11: Institute of Natural Resource Sustainability (State Surveys)

Proposed Academic Professional Senator Election Procedures

Section 1. Any member of the electorate, as defined in Article I, Section 1, above, is entitled to vote by secret ballot in elections for academic professional members of the Senate of the Urbana-Champaign campus (UIUC Senate).

Section 2. Election shall be by district, with each district being represented by one person elected by the members of that district. A maximum of eleven districts shall be defined, and periodically reviewed for equitable representation, by the Council.

Section 3 Those elected to the UIUC Senate shall be elected for staggered two-year terms. Council members shall have the right to run for and hold a Senate seat if duly elected by members of their district.

Section 4. Elections shall be held the first full week in March. Elections shall be conducted in a manner established by the Council, approved by the Chancellor and the Senate Committee on University Statutes and Senate Procedures, and managed by the campus Academic Human Resources unit. Academic professional senators shall attend three meetings each year which will be special combined meetings involving all the members of the Council and the academic professional Senators.

Section 5. In the event that an academic professional elected to the UIUC Senate changes district or is no longer employed as an academic professional on the Urbana campus, the member's position shall be declared vacant.

Section 6. In the event of a vacancy on the Senate through resignation or other cause, the vacancy shall be filled by election of a member of the district for the remainder of the vacant term in accordance with established procedures.