

Council of Academic Professionals
Summary of Remarks by Chancellor Richard Herman
December 1, 2005

Chancellor Herman discussed his vision for UIUC -- that we become the best public university in the US. One part of how to accomplish this goal would be to create an environment that will continue to attract the best students, faculty, and staff. Some of the environmental issues are intangible, such as Willard Airport (there was some discussion of the prices available from Willard as well as the parking fees), Krannert Center for the Performing Arts, Krannert Art Museum, and the Orchard Downs area (including what to do with this area in terms of development). Chancellor Herman does work with the two cities in an effort to maximize cooperation.

The Chancellor makes \$50,000/year available for professional development to academic professionals (<http://www.provost.uiuc.edu/departments/apdfform.pdf>) via the Provost's Office. Chancellor Herman indicated that he had the desire to increase the Fund amount, but that the present economics might not allow that to happen. He also said that CAP could indicate their priorities so that, if money were to become available, he would have a better idea of where an investment should be made.

Chancellor Herman discussed multi-year contracts for "Professors of the Practice," and stated that these type of contracts should include APs. The current situation is that the Statute amendment allowing multi-year contracts for several other classifications of employee is in University Senate Conferences. Once it passes there, it will be presented to the Board of Trustees. If that goes well, then we could look for another amendment extending such contracts to APs.

CAP asked the Chancellor for his support in seeking to regularize the process by which nominations for AP representatives for UIUC Senate committees are sought. Chancellor Herman said he would write a memo to the SEC chair asking for a clarification of the current process.

CAP requested an update from the Chancellor on the vote for unionization by visiting APs at UIUC. Peg Rawles reported that the Educational Labor Relations Board approved the bargaining unit after the vote taken at UIUC. UIUC challenged that decision on the basis that the bargaining unit should consist of all APs and not a bargaining unit consisting of only visiting APs. That appeal was not granted. UIUC also had a request for a stay on the obligation to bargain, which was not granted by the Labor Board. Both these challenges are before the Illinois appellate court.

CAP requested information on the continuing increase in health insurance cost while coverage decreases in some cases. The Chancellor stated that CMS is in control of the bargaining process with respect to health insurance cost and coverages, and the only other group at the table is AFSME. Chancellor Herman said that he considers the total benefits package to include both benefits and salary, and that UIUC has been focusing their efforts on increasing salaries.

Chancellor Herman agreed to CAP's request that the Chancellor investigate the percent raises for APs vs. faculty over the last five years and report the result back to CAP.

State of Illinois University employees become eligible for a 50% tuition waiver for their children at any State school after six years of employment. CAP discussed the possibility of allowing such waivers to continue for the children of long-term employees after they have retired (if the child attends one of the UI campuses)? Chancellor Herman said he would ask for a cost analysis of extending this benefit.

Mainz reviewed the situation with respect to the *Statutes* amendment **ST-54. Proposed Amendments to the Statutes: Article IX, Section 10 - Nonreappointment of Academic Professional Staff.**

1. Passed by UIUC Senate, 3/19/01.
2. Transmitted by University Senates Conference to other Senates, 5/18/01.
3. Passed by UIC Senate, 9/28/01.
4. Passed by UIS Senate, 11/30/01.
5. Transmitted to the President, 2/14/02.

Then President Stukel and President White both declined to take this amendment to the Board of Trustees. Mainz asked Chancellor Herman if he would consider implementing the requested policy, granting notice of nonreappointment rights to those academic professionals working 50-99% FTE. The current policy, as stated in the Statutes, is that only 100% FTE academic professionals can accrue notice rights. If their appointment goes below 100%, they lose all accrued notice rights and have none while working at less than 100% FTE. Chancellor Herman asked about the cost of implementing such a policy. Mainz stated that the cost *should* be minimal, as it simply requires that good management practices be followed, no matter what the %FTE of the employee. The benefits include allowing good employees to voluntarily lower their % appointment when necessary, say for family situations, without sacrificing their notice period. It would also allow units some options, in hard economic times, to reduce the % appointment of employees or have an employee voluntarily reduce their % appointment without losing notice rights. Chancellor Herman asked Peg Rawles to look into the matter.

Chancellor Herman was asked if he knew why there seems to be such anxiety about the future in Student Affairs, especially after moving Financial Aid out of that area. Chancellor Herman said Student Affairs will continue.