



Council of Academic Professionals

University of Illinois at Urbana-Champaign

January 6, 2005

President James Stukel
University of Illinois
364 Henry Administration Building
506 South Wright Street
Champaign, Illinois 61801

Dear President Stukel:

As Chair of the Council of Academic Professionals (CAP) I received your two letters dated Dec. 3, 2004. On behalf of the CAP, I thank you for your attention to these matters. One letter was a response to specific grievance findings. CAP accepts your decision concerning the grievance recommendations.

The second letter concerns recommendations CAP made to you with respect to the personnel policies (including grievance policies and guidelines) by which Academic Professionals (APs) in University Administration (UA) units are governed. This letter states, "That task force recommended that University Counsel examine our sexual harassment, discrimination, and grievance policies and guidelines. I have asked John Loya, Associate Vice President for Human Resources, to engage the Office of General Counsel to review these policies and guidelines."

We believe that there are two issues here: the first is the grievance process and the second is the administration of other campus personnel policies and practices for our AP constituents. I write now to seek clarification so that we may make decisions about how to proceed with the two new grievances that CAP has accepted from a UA unit and our representation of APs in UA units. What policies apply to University Administration academic professional (AP) employees on the Urbana-Champaign campus: 1) UA policies or 2) UIUC policies?

There is some urgency in this matter, since the two employees who have submitted grievances are working under terminal contracts. We would appreciate hearing from you prior to the holiday break, so that we can transmit your reply to the grievants as well as to our campus constituents.

As you know, the CAP has elected representatives from UA units, and we have represented UA APs in accordance with the *University of Illinois Statutes* for decades. We believe that this has served our constituents and the institution well, and we have concerns about how UA APs will be represented if UA units are to have separate personnel policies and practices for their APs. In our view, it is not possible to separate the way in which grievances are handled on this campus for APs in UA units, and the way in which other campus AP personnel policies and practices apply to those employees in UA units. Therefore, we do not wish to proceed with the two pending grievances until we receive clarification from you regarding our role in representing all APs on this campus.

Given the serious implications for the two individuals in question at this time and for all APs in UA units, it is important for us to hear from you as soon as possible. We would be pleased to meet with you or others to discuss these matters as well. We have always appreciated your concern for our constituents, and we're confident that together we can come to an understanding that will be beneficial for all concerned.

Sincerely,

David Robson, Chair
Council of Academic Professionals

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