

SC.11.14, Senate Executive Committee support for CAP Resolution

**University of Illinois at Urbana-Champaign  
Council of Academic Professionals**

**Letter of Resolution**

*By Chair Rick Atterberry*

*With the support of CAP representatives: Kingsley Allen, Michelle Bergman, Liezl Bowman, Kathleen Brinkmann, Kimberly Brown, Yvonne Brown, Sandra Carroll, Betoel Escobar, Veronica Kann, Sue Key, Tom Korder, Melissa Madsen, Brad Mahaffey, Erica Malloch, Karen McLaughlin, Lisa Merrifield, Elizabeth Rockman, Wayne Stahl, Jim Witte, and Kostas Yfantis*

**Academic Professionals: Conversion and Exemption**

Whereas, Academic Professionals are a unique category of employees on this campus, serving in administrative, professional and technical roles, fulfilling the need for a flexible, self-directed and multi-disciplinary workforce contributing directly to the university's mission, and

Whereas, the need for Academic Professional positions was identified in order to respond to the call for a different kind of specialized support for teaching, research, technology and administration – needs not met by the civil service system and positions that did not fit the civil service classifications, and

Whereas, the civil service system created a series of Academic Professional titles, specifically exempting Academic Professionals from the civil service system, and

Whereas, the campus was given exemption authority and allowed to create positions outside the civil service system, and

Whereas, movement is underway to audit and potentially convert a significant number of Academic Professional positions to civil service classifications, and,

Whereas, serious consideration is being given to remove the exemption authority for positions from the Urbana-Champaign campus and to require that this critical employment function become the responsibility of the State Universities Civil Service System (SUCSS),

Therefore, be it resolved by the Council of Academic Professionals, the official voice and advocate of the employee group known as Academic Professionals at the University of Illinois at Urbana-Champaign, that,

We vigorously oppose the reclassification of Academic Professional positions (as exempted and authorized by campus) to civil service classifications, a change that will result in untenable restrictions impacting recruiting, hiring, and retention, resulting in loss of both future and current top tier talent necessary for the University of Illinois at Urbana-Champaign to remain a world renowned institution, and

We adamantly oppose the removal of position exemption authority which would irrefutably harm the campus by requiring that a third party assume responsibility for a critical institutional decision-making process with far reaching implications to the mission based functions of the university,

Therefore, we urge the President of the University of Illinois and the Board of Trustees to recognize the irreplaceable value and impact of Academic Professionals to the teaching, research, public service and economic development functions of the university, and

We urge the President of the University of Illinois and the Board of Trustees to consider further how the contributions of Academic Professionals impact the university's ability to respond to the needs of the citizens of the State of Illinois,

In response we steadfastly request that the President of the University of Illinois and the Board of Trustees take any steps necessary to prevent the conversion of Academic Professional positions to civil service classifications, and

In response we steadfastly request that the President of the University of Illinois and the Board of Trustees take any necessary steps to prevent the removal of exemption authority from the Urbana-Champaign campus.

*Be it finally resolved*, that this Resolution, along with copies of the Council of Academic Professionals Statement on *Implications of Conversion of Academic Professionals and Loss of Exemption Authority* be forwarded to the following persons and entities:

Robert Easter  
*Interim Vice President, University of Illinois &  
Chancellor, University of Illinois at Urbana-Champaign*

Elyne G. Cole  
*Associate Provost for Human Resources*

The Academic Senate and the Senate Executive Committee of the  
University of Illinois at Urbana-Champaign

The Council of Academic Deans

Administrative Review and Restructuring Implementation Steering Committee

Michael J. Hogan  
*President of the University of Illinois*

Maureen M. Parks  
*Executive Director of Human Resources*

The Board of Trustees of the University of Illinois

The State Universities Civil Service System Merit Board

Tom Morelock  
Executive Director, State Universities Civil Service System

University Professional Personnel Advisory Committee (UPPAC)