

**Summary of CIC Professional Staff Organizations
January 2007 (* indicates updated May 2005,
** indicates updated January 2007)**

	Illinois**	Penn State*	Northwestern	Minnesota	Indiana*
1. Who do you represent?	Exempt staff who are not civil servants	All employees in exempt and nonexempt staff positions	All staff, exempt and non-exempt, except a few unionized trades	Academic and administrative non-union, exempt staff	All professional staff, exempt and non-exempt
2. How many staff do you represent?	UIUC- ~4000; UIC-3475; UIS-210	Approx. 8300	Approx. 5,000	4,051 P&A (1,683 Administrators and 2,369 Professionals)	2,387
3. How many staff at your univ?	~26,500 benefit eligible employees	Approx. 8300	Approx. 5,100	16,656 full-time equivalent employees	5,199
4. What is your council budget? Do you control or have input into disbursement of other funds, such as for professional development?	UIUC-\$2000 budget for grievance expenses plus \$75K/year for professional development (Council members have input into selection process); UIS - \$0 budget, \$30K professional development fund administered by UIS APAC; UIC - \$3000/yr, no funds for professional development	None	\$4,600/year	\$25,000/year	Approx \$9,000/year
5. Does council have support staff?	The campus councils have no regular support staff; the university level council has secretarial support.	No	No	20% staff from HR	Yes, one 45% FTE hourly staff member
6. Are council members given release time?	Yes.	Yes	Yes, appt to the council must be approved by supervisor who approves attending meetings as part of work time	No. But chair's dept gets \$10,000	Not officially, but supervisor must approve council member's appt and attendance of mtgs during business hours

7. What is your role – advisory or negotiating?	All campus councils are advisory to their chancellor. The UIS council is working on a negotiating role.	Advisory	Advisory, make recommendations, non-union	Advisory	Advisory, role comes at end of decision-making process (complaints)
8. What is your relationship to HR?	University HR rep attends university council meetings as ex-officio. Each campus HR sends representatives to monthly council meetings.	Report to the Associate VP for HR	Monthly meetings with HR, no HR rep at regular council meeting	Monthly meeting with HR. Ex-officio attends council meetings	Quarterly meeting with HR. Ex-officio attends council meetings
9. How are members elected? Who nominates and votes? Who are members? Term of service?	Officers of each campus council are named by the university president to serve at university level. Campus council reps are elected by the constituency. For all campus councils, members are elected for 3 year terms with no term limit.	Self-nominated or nominated by other. Subcommittee selects new members from all nominations submitted.	Self-nominations. Nominees interviewed and elected by council members.	Each unit elects at least one rep, each unit has own procedures	All professional staff can nominate and vote, divided into 7 units, 3 reps per unit
10. What are the other roles of the council?	Each campus council participates in varying degrees in university committees, search committees, hearing grievances and advocating for academic professionals in general.	Ad hoc, depending on what issues arise.	Council reps serve on other university committees, play a part in the university staff grievance process in advisory capacity, no input on grievance decisions	Identify one unit annually to receive "unit award" for best practices. Nominate/appoint P and A's to University Committees. Elect representatives to University Senate (new role pending Regent approval)	Prof. Development Grants given, advisory on grievance cases, reps serve on search and screen as well as other univ. committees, meet councils of faculty and union bodies to collaborate on salary & benefits
11. How do you communicate with your members/electorate?	University council mostly communicates with each campus council, who in turn communicate with their constituency. UIUC - website and monthly emailings; UIC - website, email, list-serv, general promotion of events; UIS - email; agenda sent to all academic professionals on campus; yearly general meeting; district-wide yearly meeting; private meetings for individuals with the council available	Articles in electronic newsletter	Quarterly newsletter, website, bulk emails, section in official staff newsletter.	Website, bulk emails, campus publications, presentation at new staff orientation	Website, bulk emails, bi-monthly newsletter, forums

12. Size of the student body (grad plus undergrad)	UIUC - ~40,000; UIC - 24,353; UIS - 4800	Approx. 82,000	8,000	63,769	37,821 main campus 98,545 all campuses
13. Number of staff on the council.	University level council has 9 – three per campus; Campus councils: UIUC - 20; UIC - 15; UIS - 10	25	18	42 from 5 campuses	21
14. Website	www.cap.uiuc.edu www.uis.edu/apac www.uic.edu/orgs/apac/	http://www.ohr.psu.edu/sac/index.html	www.northwestern.edu/nusac/	www.capa.umn.edu	www.indiana.edu/~iubpc
15. How is CIC representation determined?	The chair of each campus council or their designee.				
16. What is the highest level administrator you meet with? How often?	University level council meets with President annually; UIUC - Univ. President annually, Chancellor annually, Provost annually; UIC - Chancellor annually, Chancellor's Admin. Assistant attends every other month; UIS - Chancellor annually, Provost twice a year.				
17. Do you have representation in your University Sentate? How many total in Senate? How many staff reps? Are staff reps voting or non-voting?	UIUC - no representation; UIC - 3 senators with vote, elected from all academic professionals on campus; UIS - 1 senator with vote, appointing by campus council				

Updated 5/31/05

Wisconsin*	Iowa*	Purdue*	Ohio State	Michigan State
Professional staff (except faculty and state civil service)	All staff not covered by collective bargaining agreements	All A/P exempt and non-exempt staff	All non-bargaining unit staff	Academic specialists
7,000	Approx 5,100	1,515 Admin. 1,926 Professional	17,500	600
7,000 Professionals 2,500 faculty 4,500 support	11,000	14,390		
\$40,000/year	\$10,000/yr (GEF) \$50K discretionary (Coca Cola cont)	\$3500 general plus \$17,000/yr for prof development grants. Hadley donations and Provost funds for prof development speakers (\$ varies)	\$10,000/yr	0 budget, but requests usually met
Yes, one FTE one 80% clerical	Yes, one half-time secretary	1 HR Exec Secretary provides support	No support staff	
No. But Exec chair's unit gets 20% of salary for release time.	No. But SC president's unit gets 25% of salary paid.	Yes, appt to the council must be approved by supervisor who approves attending meetings as part of work time.	No.	

Advisory and negotiating; personnel policy legislation	Advisory	Advisory	Advisory	Advisory
Ex-officio from HR attends some council meetings	HR admin reps attends council meetings	2 ex-officio members from HR attend meetings	Ex-officio member from HR attends all meetings	2 ex-officio members from HR attend meetings
Mostly volunteers for the Assembly; elections for the Executive and Standing Committees.	Staff can be nominated or self-nominate. Elections by category: Acad/Admin, Prof Health Care/Nurs, Prof. Research, Merit/Supervisory Exempt	Elected for 3-year terms.	Application process. Screened and voted on by current members.	Conclave (?) every two years
Committee appointments, search and screen appt., campus personnel policies and procedures, meet with the provost and other campus leaders.	Grievance support, representation on University Joint Faculty/Staff Budget Comm, consulted on new policies or policy amendments affecting staff	Prof. Development Grants given, bring 2 prof speakers in per year, participation in search committees and university committees	Advisory board to University President on issues related to staff, such as compensation, benefits, worklife, etc. Participation in university committees.	Involved with Fac Council in policy discussions, want to be advisory but cast as bargaining unit, help in grievance and mediation. Participation in university committees.
Email, listserv, website	Present at new staff orientation, newsletter, forums, email as needed, website	Website, articles in staff newspaper, email	Website, campus newspapers, e-mail, new employee orientation	New staff orientation, website, email list

41,000	30,000	38,653	~53,000	45,000
100 (Exec Comm. of 9)	51 (1 rep per 100 constituents)	25	30	11 (3 appointed, 8 elected)
www.wisc.edu/acstaff	www.uiowa.edu/~stafcnsl/	www.purdue.edu/hr/apsac/	http://usac.osu.edu	www.msu.edu/user/asac/