

CHICAGO CIRCLE  
PACMEDICAL CENTER  
PACURBANA-CHAMPAIGN  
PAC

RECEIVED

NOV 10 1977

November 4, 1977

PRESIDENT'S OFFICE

President John E. Corbally  
364 Administration Building  
University of Illinois  
Urbana, Illinois 61801

Dear President Corbally:

Re: PAC Status &amp; Future

This letter is being forwarded from the three campus Chairpersons of the respective Professional Advisory Committees, both to let you know our enthusiasm for the progress being made in the potential improvement of personnel procedures and processes for the professional personnel, and to also suggest some ways to perhaps increase the momentum now under way.

We have now met with representatives of the University administration about some of the specifics of the classification of professional employees and about the concepts of a classification system, pay plan, and promotional processes for the academic administrative and professional staff. We have concluded that there is a good deal of consensus about the concepts, but also there are a number of details that need review and discussion in a broader forum that can be accommodated wholly within the campus PAC's. We have been convinced once again of the merit of paragraph 2.c. of the Rothbaum Committee report of May 28, 1975, to wit:

*"We believe that it is time for the establishment of a permanent body to take over the advisory functions that have been performed by the SSCP during this transition period. On the basis of our experience, we recommend that this council or committee consist of the three PAC chairmen, three designees of the Chancellors, and a chairperson from the general University staff. Its function would be to advise the President on matters relating to the academic professional staff. These might include the development of recommendations on specific University-wide policies and periodic reports on the operation of established policies, and should include consultation prior to any major policy changes that affect the academic professional staff."*

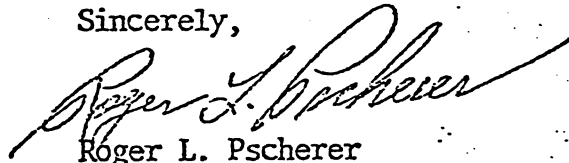
We have also discussed with Vice President Brady and others involved in the Office of Personnel Services administration, the possibility of a structure resembling the University Non-academic Personnel Advisory Committee as a possible model for accomplishing a University-wide policy advisory role for the three PAC's. We have concluded that there is considerable merit in "getting on" with specific proposals by having

such a council as recommended by the Rothbaum Committee and appointed by the President to work with the University to flesh out the various proposals and work out the necessary compromises to assure conformance to statutes and acceptability across all the campuses.

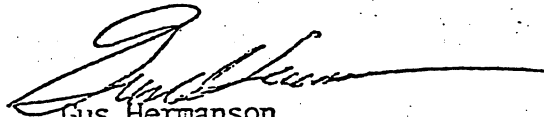
We therefore recommend that: (1) the President appoint a University Professional Personnel Advisory Committee as outlined above; (2) changes in University Statutes as outlined in your letter of September 30 to the University Senates Conference be postponed until and when the issues raised in your letter can be adequately reviewed and proposals concerning classification, pay plan, and promotion systems can be addressed, and (3) that during this period, specific proposals for benefits and programs be completed and sent on for action to the President and/or Board of Trustees as necessary.

We feel that these additions to the current functions of the PAC's at the campus level, as supported by the Chancellors, will provide a significant step forward for the professional employee.

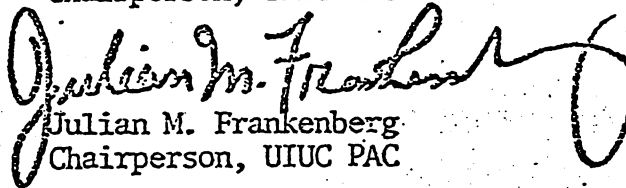
Sincerely,



Roger L. Pscherer  
Chairperson, UICC PAC



Gus Hermanson  
Chairperson, UIMC PAC



Julian M. Frankenberg  
Chairperson, UIUC PAC

cc Chancellors