



Academic Professional Advisory Committee

January 12th, 2016 from 12:30PM to 2:00PM
UH, Room 2750
Conference Number: 1-877-402-9753
Access Code: 5893537#

Agenda, Monthly Business Meeting

Agenda Item & Discussion	Action Items
<p>I. Attending:</p> <p>A. Representatives: <i>Colleen Piersen, Jacqueline Berger, Julie Kong, Marelet Kirda, Kimberly Mayfield, Margaret Moser, Mary Berta, Tracy Sikorski, William Bike</i> On the Phone: <i>Michael Moss</i></p> <p>B. Ex-Officio Members: <i>Michael Ginsburg</i></p> <p>C. Guest: <i>Janet Smith, UIC United</i></p>	
<p>II. Approval of December Minutes:</p> <p>A. December minutes approved</p>	
<p>III. Campus Liaison Updates:</p> <p>A. HR representative: Michael Ginsburg</p> <ol style="list-style-type: none"> 1. HR is finishing Job Analysis for the College of Medicine and the School of Public Health. Target for completion is Spring 2016. Academic Advisors are no longer being converted. 2. UIC HR is also doing a position review with Urbana & Springfield and compiling a list of positions to focus on that should remain AP. 3. Yesterday the Position Review Group (HR leadership from UIC, UIUC, and UIS) met and tested three job descriptions as to whether the JDs reflected an AP or CS position. No consensus illustrating the need to codify and identify what distinguishes a position being classified AP vs CS. <ol style="list-style-type: none"> a. Is there opportunity for AP input into the committee? HR will continue to develop a framework, and once in draft form, will solicit input from APAC and other AP committees on other campuses. b. Would the proposed framework matter be trumped by the State Civil Service Statutes? Campuses should have some leeway in interpreting Statutes, but large differences could result in non-compliance. 4. Does Maureen Parks represent UI to SUCCS? APAC would like more input, especially on issues unique to our campus. 5. Michael Ginsburg wants to be an advocate for a Professional Development fund for APs. He wants to work with APAC to present a proposal to the Chancellor. <ol style="list-style-type: none"> a. The LEAPP funding program is still in existence, though the application link is dead. Few departments or employees know about or use it. b. APAC & HR should co-sponsor a proposal for professional development funds with matching funds 	<p>A.5. APAC will begin to work on a professional development proposal and deliver it to Michael Ginsburg</p>

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<p>from department/college. This is the model used by Graduate College for graduate student presenter awards, the Health Professions Student Council, and Urbana and Springfield AP committees.</p> <p>IV. Guest Updates:</p> <p>A. U of I Healthcare Concerns: Janet Smith, President of UIC United</p> <ol style="list-style-type: none"> 1. This issue of how the Governor is proposing changes to healthcare costs and coverage was brought to the attention of the University in July, but nothing was put into the contract language during the bargaining process. Premium costs will increase substantially for all employees. 2. Other campuses are still negotiating contracts so UIC United has taken the lead. The Faculty Senate, UIC United, APAC, and SAC are signing a letter describing employee concerns with these healthcare changes. They are open to more groups. 3. The Chancellor has seen a draft of the letter. He has a meeting with the President to discuss issues this week before the letter is sent out. UIC United hopes to have an answer from the Chancellor by the end of this week to know how to proceed. UIC United can add APAC to their email list and they will correspond with everyone about the letter once they know more. 4. The change will affect every state university and all state employees and was supposed to kick in this month, but now it will be delayed until the end of this fiscal year. UIC has six months to try to affect change. If it looks like this might happen, we should reach out to other state institutions. 5. Discussed petition efforts but for now UIC United is going to start with the letter to the President. Next they will look at getting informational postcards out around the state. 6. UIC United wants to share resources to address a variety of topics such as MAP funding, healthcare, and innovative learning resources. UIC United also has information about voting patterns of elected officials. They want to educate people on these patterns and hope to post this information before primaries. 7. We could reach out to the Chancellor and request that in lieu of a budget we get their help with a Healthcare Benefits Town Hall. We could have it done in SCW so that it can be webcast. 	<p>A.7. Marelet will reach out to Janet Smith about a Town Hall</p>
<p>V. Subcommittee Updates:</p> <p>A. Executive Committee</p> <ol style="list-style-type: none"> 1. Nothing to report <p>B. UPPAC</p> <ol style="list-style-type: none"> 1. 02/09/16 meeting topics <ol style="list-style-type: none"> a. Need to ensure that everyone is aware of the U of I 	

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<p>Healthcare letter to President Killeen and the upcoming changes to healthcare benefits.</p> <ul style="list-style-type: none"> b. Discuss the fact that there are no HR policies to distinguish AP from CS. There is a Position Review Group working for all three campuses, and UIC APAC has requested representation before any formal guidelines are made. c. Need to bring up the appeals process. There continue to be issues such as in one department there are four <p>IV. Subcommittee Updates (cont'd):</p> <p>People with similar job duties that all have four different titles.</p> <ul style="list-style-type: none"> C. Representation Committee <ul style="list-style-type: none"> 1. You and UIC event 01/22/15 <ul style="list-style-type: none"> a. Will need to show how APAC helps UIC and students in one minute. D. Communications - APAC News <ul style="list-style-type: none"> 1. William Bike is now the Chair of Senate External Relations Committee. The committee did a lot more publicity this year in search of people to be nominated for honorary degrees and was able to find eight people. E. Building Community/Education <ul style="list-style-type: none"> 1. Nothing to Report F. Professional Development <ul style="list-style-type: none"> 1. There are 105 people signed up for the "Yoga While You Work" event. There are only 60 chairs in the gym so chairs will be first-come-first-serve and registration will be closed. 2. The April session will be about becoming a leader in your work. The facilitator of this session has a master's in organizational effectiveness. A second presenter could be Mary Malcolm from OBFS. G. CAPE <ul style="list-style-type: none"> 1. Nothing to report H. Bylaws <ul style="list-style-type: none"> 1. Nothing to report I. Grievance <ul style="list-style-type: none"> 1. John will sit on a grievance committee aimed at employees hoping to appeal fines for smoking in an undesignated area. 2. An employee who wants to file a grievance approached Julie. 3. The Mediator website is out-of-date. 	<p>B.1.c. Next meeting APAC will need to focus on the appeals process in our discussion with Michael Ginsburg</p> <p>C.1.a. Colleen Piersen and Kimberly Mayfield to present.</p> <p>I.2 Colleen will send the grievance process document to Julie.</p>
<p>VI. Liaison & Partnership Updates:</p> <ul style="list-style-type: none"> A. SUAA Liaison: The SUAA board has proposed co-hosting a BYOL informal event w/light refreshments that would target issues of interest to current employees and be paid for entirely by SUAA. Speakers from SURS or CMS were proposed to lead the discussion. 	

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They would like to do this either late Feb or early March.	
VII. Special Topics: A. Professional Development proposal 1. This will be discussed more in-depth at the next meeting with Kim Morris Lee. B. Staff Leadership Mentoring Program	
VIII. Budget Update A. Allocated Budget: no update B. Available Balance: no update	
IX. Next Meeting WEDNESDAY February 10th, 12:30-2:00, CMRB 4175	
X. Adjourn	