



**Academic Professional
Advisory Committee**

December 13th, 2016 from 12:30 PM to 2:00
PM
Room 270, PHARM
Conference Number: N/A
Access Code: N/A

Agenda Items and Discussion	Action Items
<p>I. Attending: <u>Representatives:</u> Ahlam Al-Kodmany, Bill Bike, Colleen Piersen, Julie Kong, John Brach, Kimberly Mayfield, Marelet Kirda, Mary Berta, Michael Moss, Nester Komolafe, Tracy Sikorski, Tiffany Raber (GA) A. Guests: Teresa Soto Plutz and Michael Ginsburg, Paul Hixon (Department of Psychiatry), Patrick Devanney (College of Engineering)</p>	
<p>II. Guests: A. Office of the Chancellor Representative, Teresa Soto Plutz 1. Commencement a. Fall Commencement ceremonies held on Saturday, December 10th, with about 1,400 degrees conferred. Last year, there were roughly 1,100. b. Mayor Richard M. Daley received the Honorary Doctor of Humane Letters c. Keynote speakers included: <i>i.</i> Ambassador Ivo Daalder, President of the Chicago Council on Global Affairs at the graduate ceremony <i>ii.</i> Oscar Munoz, CEO of United Airlines at the undergraduate ceremony 2. Budget a. Chancellor has begun annual budget review meetings with the Vice Chancellor units, to take place week of December 12th and December 19th b. APAC Town Hall, February 9, 2017, Thompson Room, SCW c. Chancellor will hold a “State of the University” in late March 3. Board of Trustees Meeting a. Meeting on January 19th, 2017 <i>i.</i> Interim Dean, School of Public Health Item <i>ii.</i> Tuition, Fees and Housing to be discussed b. May have one new trustee, which won’t be announced until possibly the week before the Board meeting. Chancellor did nominate two UIC alums to UIAA. c. Board has added an “Academic Highlight” presentation to learn more about each campus. 4. Vice Chancellor for Research 5-Year Review a. VCR users and VCR staff have been asked to complete a survey as part of this process. 5. Searches a. College of Pharmacy- Dean Bauman has indicated that he will retire b. School of Public Health- search committee announced, co-chaired by Deans Pagano and Stanford c. Vice Provost for International Affairs- search closed, formal announcement to be made d. Executive Assistant to the Provost- search closed, 11/29. Chair: Michael Ginsburg</p>	

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<ul style="list-style-type: none"> e. Associate Provost/Chief of Staff to the Provost- search will close 01/12/17. Chair: Dean Astrida Tantillo f. Chief of Staff to the President- search will close 01/06/17. Chair: Barb Wilson g. Faculty Athletic Representative/ formerly NCAA Faculty Liaison-Chair Sylvia Furner <p>B. Associate Vice Chancellor for Human Resources, Michael Ginsburg</p> <ul style="list-style-type: none"> 1. Job Analysis <ul style="list-style-type: none"> a. Process paused because staff in HR compensation had to focus on FLSA b. Met on 12/13/16 <ul style="list-style-type: none"> i. Timeline <ul style="list-style-type: none"> iii. Finishing up College of Medicine and School of Public Health (will take the remainder of January and February 2017). 2. FLSA <ul style="list-style-type: none"> a. In May 2016 U.S. Department of Labor announced the change of threshold of overtime (review) b. Where we are now and where we are going <ul style="list-style-type: none"> i. UI has decided that all of the employees (around 200) had departments recommend that they have salary increases (a little more than half postdocs and mostly APs) ii. The decision was that those salaries were going to receive the salary increase and allow them to stay at that level (\$47,476) iii. For group below this number, those individuals did not get salaries increased nor do they get overtime iv. Under Trump administration- there is probability that this may be thrown out or maybe there will be a change that there will be a much lower threshold v. All we can do at this point is wait vi. Yesterday, FLSA will not meet anymore until that is addressed c. Questions- of the 1000 eligible, only 200 went through because either there were individuals that were very close but in some of those cases, for units that had to think about if these people were raised to 47 but we created inequities of individuals who would have rather have been left at 44 to keep overtime. <ul style="list-style-type: none"> i. Of the units that did not give increases, some of the units didn't for <ul style="list-style-type: none"> i. They calculated that those individuals didn't really work overtime hours ii. They were willing to pay overtime iii. A lot of units did not want to make the decision "today" because they do not track hours (when the law goes into effect they would come back after a couple of months) d. Questions- no opportunity for people that were particularly hurt by this process e. NIH (original indicated they would mandate the \$47,476 level) – going forward that will be baseline salary for postdoctoral fellows only (only a subset group) 	

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<ul style="list-style-type: none"> f. Part of the issue is that there is a very wide swath of what post docs are making (low 30s to 47). <ul style="list-style-type: none"> i. Average salary increase for the 97 post docs was about \$6,000 g. Moving forward... <ul style="list-style-type: none"> i. Two town halls on November 17th, almost all the questions were about postdocs (concern from postdocs themselves) 	
<p>III. Approval of 11/08/16 Minutes</p> <ul style="list-style-type: none"> A. Approved 	
<p>IV. Subcommittee Updates:</p> <ul style="list-style-type: none"> A. Executive Committee B. UPPAC <ul style="list-style-type: none"> 1. Review of 11/14/16 meeting <ul style="list-style-type: none"> a. Summary was sent out by Colleen Piersen b. Katy Ross presented healthcare updates (see description of healthcare levels) 2. Notice Rights <ul style="list-style-type: none"> a. According to Jamie Painter, we are encouraged to not be fearful. There were no final determinations on how UI could implement this, and changes are not being pursued at this time. 3. UIC CAP <ul style="list-style-type: none"> a. Whether to endorse the commitment proposal (President's proposal that UI commit to certain metrics in order to receive funding over a period of years). b. UIC faculty has not had any discussion about this c. Budget for the university is system-wide, university unit does division between the campus and the division may be based on this as well (metrics would have to be consistent and could be problematic for UIC) – Would be an average C. Representation Committee <ul style="list-style-type: none"> 1. Budget Town Hall <ul style="list-style-type: none"> 1. Tiffany and Tracy worked on registration (sending out registration by the end of next week) 2. Email notice will go out as soon as registration link is ready and as soon as Teresa gives the go-ahead 3. Collecting questions on the registration link 4. Mary suggests that once we get the questions and group them, there should be at least a half hour for questions from the audience so that we can ask the questions that have been glossed over based on other issues 5. After we make decisions we should get these to the Chancellor's office so they can prepare thorough responses. 6. Janet Parker will give a short overview of the budget <ul style="list-style-type: none"> a. Next meeting we will prioritize and put together a list of questions D. Communications - APAC News <ul style="list-style-type: none"> 1. December issue released <ul style="list-style-type: none"> a. Positive feedback was given at the Chancellor's gathering E. Building Community/Education F. Professional Development 	<p>IV., C., 1. Tiffany will work with Kathy to order banner for Budget Town Hall</p>

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<ul style="list-style-type: none"> 1. Proposal update <ul style="list-style-type: none"> a. If Michael has any suggestions, we will make those changes and proceed to the next steps 2. Job Analysis (JA) <ul style="list-style-type: none"> 7. UIC AP numbers continue to drop (- <ul style="list-style-type: none"> a. AP's must be job specific and b. UIC is feeding the processes so there are civil service titles c. Meeting needs to be scheduled with Provost and Chancellor to express concerns d. Address risk aversion; JA has been too aggressive e. Plan for 2017 needed <p>G. CAPE</p> <ul style="list-style-type: none"> ii. Review of 2016 Employee Recognition Awards Ceremony <ul style="list-style-type: none"> 1. Announcement changes <ul style="list-style-type: none"> a. Distribution of awards changed <ul style="list-style-type: none"> i. Reshaped the awards and no longer spoke blurb / short statement about recipient b. Change for next year <ul style="list-style-type: none"> i. For those areas with multiple nominees, all of the calling of names and information so the provost can stay with the nominees and then take a group photo. <p>H. Bylaws I. Grievance</p>	
<p>V. Liaison & Partnership Updates:</p> <ul style="list-style-type: none"> A. SUAA Liaison B. Senate Representatives 	
<p>VI. Special Topics:</p>	
<p>VII. Budget Update</p>	
<p>VIII. Next Meeting Tuesday, January 10th, 12:30-2PM in UH 2750</p>	
<p>IX. Adjourn</p>	