



## Academic Professional Advisory Committee

July 8, 2015 from 12:30 PM to 2:00 PM  
UH, Room 2750  
Conference Number: 1-877-336-1829  
Access Code: 2881258

### Agenda, Monthly Business Meeting

Agenda Item & Discussion	Action Items
<b>I. Attending:</b> <b>A.</b> Ahlam Al-Kodmany, Colleen Piersen, Jacqueline Berger, Julie Kong, John Brach, Mary Berta <u>Guests:</u> Tracy Sikorski On the Phone: Nester Komolafe	
<b>II. Approval of June Minutes:</b>	
<b>III. Subcommittee Updates:</b> <b>A.</b> Executive Committee <b>B.</b> UPPAC <b>1.</b> 07/28/15 meeting agenda and talking points. <b>a.</b> The agenda will be standard with special topics: discuss APAC Job Analysis Survey, Audit activity, April 10, 2015 Audit report, and endorsement of CIUS statement. <b>b.</b> The questions for President Killeen will be grouped into categories. Questions for the President: <b>i.</b> APs on the only unrepresented employee class at UI and there are concerns about compensation and job security. What assurance and insights can you provide? <b>ii.</b> How can we ensure equity and consistency across campuses? <b>iii.</b> What is your vision for the greater UI system? How can APs help? <b>iv.</b> Your predecessor engaged leadership at other state institutions in keeping the exemption authority at the university level and in engaging with SUCSS on the burdensome audit practices. Do you plan to continue this engagement? <b>v.</b> How can we ensure our campus remains competitive in research funding? The focus is always on Urbana. How are they going to address these issues such as lack of funds? <b>vi.</b> Will there be protection of the tuition waivers for children of employees in the legislative update? <b>vii.</b> Need more questions specific to Chicago. Need to draw attention to UIC with the	

<p><b>III. Subcommittee Updates (continued):</b></p> <p>questions.</p> <p><b>C. Representation Committee</b></p> <ol style="list-style-type: none"> <li>1. Query to HR on conversion statistics <ol style="list-style-type: none"> <li>a. There is currently no data on conversion statistics</li> <li>b. Wait to talk to Ron Puskarits until we have talked with Michael Ginsburg</li> <li>c. Talked to SRL (A. Diffenderffer) and we cannot parse out the conversions by job title</li> </ol> </li> <li>2. Inquiry from Jim Thompson at CUPPA <ol style="list-style-type: none"> <li>a. Jim Thompson is part of the UIC Senate</li> <li>b. He wants someone to come to his policy class to talk about the conversion process sometime in September.</li> <li>c. Invite him to an APAC meeting. UIC CUPPA is looking for Capstone projects and this could be useful as well as a good connection.</li> </ol> </li> </ol> <p><b>D. Communications - APAC News: no report</b></p> <p><b>E. Building Community/Education</b></p> <ol style="list-style-type: none"> <li>1. Marelet brought up a few meetings ago that the Chancellor might want to do another budget town hall. Need to make it clear that we are happy to help organize it but the Chancellor's office would have to provide funding.</li> </ol> <p><b>F. Professional Development</b></p> <ol style="list-style-type: none"> <li>1. Meeting in two weeks, the future activities depend on the budget.</li> </ol> <p><b>G. CAPE</b></p> <ol style="list-style-type: none"> <li>1. Meeting this Friday. The award of Merit and CAPE will be awarded on the same day. CAPE had to be extended to July 2<sup>nd</sup>, 2015. There were 23 applications as of July 2<sup>nd</sup>.</li> </ol> <p><b>H. Bylaws: no report</b></p> <p><b>I. Grievance</b></p> <p>Question on what grievance committee does</p>	<p>1. Ask Michael Ginsburg to the August meeting so he can speak at the beginning of the meeting.</p>
<p><b>IV. Liaison &amp; Partnership Updates:</b></p> <p><b>A. SUAA Liaison</b></p> <ol style="list-style-type: none"> <li>1. The Fall Forum will happen in the latter half of September.</li> <li>2. The SUAA meeting is planned for early August.</li> </ol> <p><b>B. SURS Board</b></p> <ol style="list-style-type: none"> <li>1. Last meeting with SURS for Jacqueline.</li> <li>2. Right now, SURS is at 46% funding level and still making catch-up contributions. The fund remained flat this year, last year it was up 20%. Assumed rate of interest 6.5%.</li> <li>3. Money purchase plan is changing so there will probably be a lot of retirements before December 31<sup>st</sup>.</li> </ol> <p><b>C. COLLABORATE</b></p> <ol style="list-style-type: none"> <li>1. Remove the listserv for now. Possibly restart the listserv when the new provost comes in, around January of 2016.</li> </ol> <p><b>D. UIC Human Capital Strategy Working Group</b></p>	<p>1. Lynn to remove the Listserv</p>

<p><b>IV. Liaison &amp; Partnership Updates (continued):</b></p> <ol style="list-style-type: none"> <li>1. Met in January and showed that the Development Office has created job families for advancement positions. This project was started by Robert Crouch. Since he's left UIC, not sure if this project will continue.</li> </ol>	
<p><b>V. Special Topics:</b></p> <ol style="list-style-type: none"> <li>A. SUCSS Updates <ol style="list-style-type: none"> <li>1. UIC Audit Report (issued 04/10/15) <ol style="list-style-type: none"> <li>a. On SUCSS website.</li> </ol> </li> <li>2. Morelock (Director of SUCSS) retirement <ol style="list-style-type: none"> <li>a. What will happen to the exemption authority?</li> </ol> </li> </ol> </li> <li>B. Job Analysis Process <ol style="list-style-type: none"> <li>1. Survey Follow-up <ol style="list-style-type: none"> <li>a. Review policy recommendations <ol style="list-style-type: none"> <li>i. Executive summary is done. Will be sent to the Chancellor.</li> <li>ii. The policy recommendations look good, need to add action item about transparency and remove "academic advisors" from list of recommendations.</li> <li>iii. Keep policy recommendations #1 through #3. Remove policy recommendation 4. Possibly use #4 as an example.</li> <li>iv. Reconfigure, "APAC's strengths derives from..." sentence</li> <li>v. No one has been converted in some departments; yet in the same departments people have been hired into new positions that employees are supposed to be converted to. This needs to be brought to the Presidents attention.</li> </ol> </li> <li>b. Review communications <ol style="list-style-type: none"> <li>i. APAC statement: last meeting Marelet was going to give both the Town Hall feedback and the statement drafted by APAC about the appeals process to the Chancellor. Now, we are going to focus on the survey and not send the documents.</li> </ol> </li> <li>c. Prep for meeting with Chancellor</li> </ol> </li> <li>2. Status of analysis since project was supposed to end 6/30/15</li> </ol> </li> <li>C. Report on You and UIC event 06/16/2015 Heard from new employee that the program was well done</li> </ol>	<ol style="list-style-type: none"> <li>1. Lynn will put SUCSS audit from SUCSS website into the box.</li> <li>2. Edit the executive summary as follows: -Add action item about transparency -Remove "academic advisors" wording -Remove fourth action item</li> <li>3. Discuss the categorization of technicians, research associates and specialists with the Chancellor &amp; HR</li> </ol>
<p><b>VI. Budget Update</b></p> <ol style="list-style-type: none"> <li>A. Allocated Budget: no update</li> <li>B. Available Balance: no update</li> </ol>	
<p><b>VII. Next Meeting August 12<sup>th</sup>, 12:30-2:00, 4175 CMRB</b></p>	
<p><b>VIII. Adjourn</b></p>	

