



APAC Minutes

Date: September 12, 2012 12:30-2:00 PM

Location: 2750 UH

Minutes: Jennifer Anderson

Conference Line: 312-413-2004

Yair Rodriguez (Vice Chair) called meeting to order. Quorum was established.

Members in attendance: Jacqueline Berger, Jennifer Rowan, William S Bike, Virginia Buglio (Treasurer), Ahlam Al-Kodmany, Ben E Ramirez, Colleen Pierson, Agnes Kawalec (via phone), Deidre Rush (via phone), Jennifer Anderson (Graduate Assistant)

1. Introduction and Orientation for Guests

All attendees asked to introduce themselves. Guests in attendance include Lupe Orozco, John E Brach and Keana Galloway (via phone)

2. HR Update

Keana Galloway, HR representative from OAE called in to answer APAC's questions regarding the new policy for Visiting Professionals. APAC is concerned that APs were not represented when this policy was constructed and the new lengthy search and hiring process now leaves an environment where it is difficult for small departments to hire people on limited funds.

HR stated that one representative from each college was asked for feedback regarding this new policy. HR feels they made changes to accommodate the quick hiring as needed on a grant and understands that sometimes units cannot meet the full requirements at all times. In these situations, HR may grant a waiver to the unit. However, HR has implemented this new policy to meet the needs of the EEO at an institutional level.

John Brach (IHRP HR representative) stated that this information was not sifted down to those who implement the policy and weren't asked to participate in the decision making process.

HR stated that they asked those college reps at a round table discussion for feedback. They also instructed the Dean's Counsel to collect feedback from colleagues and report back to HR. HR then made final changes based on those discussions.

Ahlam: The Research Counsel, Financial Departments, and CFO's were not asked to vet the process and now they are the ones crippled by the policy and cannot meet these new requirements. Also, a process for how to obtain a waiver was not disseminated.

HR: the criteria for obtaining a waiver is posted on their webpage

Ahlam: This information should be shared with department deans and business managers directly and on the listservs.

HR: We originally felt we met with enough people to make this decision but they are willing to meet with these other groups to hear their thoughts.

APAC: Where has this policy been disseminated to?

HR: DDDH, and 600 HR contacts, though *after* the policy was firmly established. Who else do you think needs to learn about this?

Jen Rowan: Research Counsel, OBFS advisory, Vice Chancellor of Research needs to be met with. Also HR needs to take into account the cost of completing such a thorough employment search.

John Brach: Was it the intent of HR that eventually the Visiting Role would cease to exist?

HR: It is not our intent to do away with Visiting positions. The new policy does allow the search to be waived if the position becomes permanent because a thorough search has already been completed.

Ahlam: If a position is named in a grant will they get a waiver?

HR: Only if the person is actually identified by name in the grant.

Ahlam: A Visiting position will never be named in a grant, only the position will be. Hiring would only take place after funds are received.

HR: Agrees to discuss this with the department further.

Virginia: Does this new policy affect existing positions?

HR: This does not affect existing positions.

ACTION ITEM: Jen Rowan will schedule meeting with HR and will send further information regarding APAC's concerns.

Keana Galloway, HR representative can be reached at kwelz@uic.edu

3. Timely Action Items

Ahlam: We have a new graduate assistant, Jennifer Anderson. She is here to take minutes, complete the agenda, upkeep the webpage and research policies. If you have anything you need from her, we have her for ten hours per week.

Ahlam: I met today with Colleen Pierson and Colleen Kehoe to discuss grant sessions. The first one hour session will be " How to Manage Multiple Grants" and will take place October 9th or 11th. Ahlam and Colleen Pierson will moderate the discussion. We still need to determine where it will be, who is our intended audience- business managers, civil service, PAFs? We need to reach out the the list serves for other organizations. Our target is 25 people. Should we hold this session on both East and West campus? Group answer- yes, they each need there own session.

4. Standing and Ad-Hoc Committee Reports

- a. Executive Committee
 - i. *Written Report*: none submitted
 - ii. *Discussion*:
 1. Budget approved for Graduate Assistant
- b. Communication
 - i. *Written Report*: none submitted
 - ii. *Discussion*:
 1. School supplies as well as some fun items for backpack project were successfully packed and sent out to community children.
- c. Chancellor's Academic Professional Excellence (CAPE) Award
 - i. *Written Report*: none submitted
 - ii. *Discussion*:
 1. CAPE awards have been increased to 6 from 4 awards in previous years
- d. Building Community/Education
 - i. *Written Report*: none submitted
 - ii. *Discussion*:
 1. Resume building workshop meeting next Wednesday September 19 at 2:30pm in COMRB Moss Auditorium
- e. Professional Development
 - i. *Written Report*: none submitted
 - ii. *Discussion*: none. Lee Jackson not in attendance
- f. Representation
 - i. *Written Report*: none submitted
 - ii. *Discussion*: none. Marelet Kirda not in attendance
- g. By-Laws
 - i. *Written Report*: none submitted
 - ii. *Discussion*:
 1. Colleen Pierson has collected all drafts of bylaws in order to highlight and identify the changes over time. She wishes to meet with long time members to understand why some of the changes have come about. Jacqueline and Bill have agreed to organize a lunch to walk through some of these past changes with her. Colleen will submit track changes by next month's meeting.
- h. Web
 - i. *Written Report*: none submitted
 - ii. *Discussion*: none. Michael not in attendance

1.

5. Additional Reports

- a. AP Senators - not discussed
- b. UPPAC Representatives – not discussed
- c. Trustees Meeting Representative – not discussed
- d. Search Committee – not discussed
- e. Other Reports- none

6. Approval of the Minutes from the Previous Meeting – August 8, 2012

Unable to approve minutes

7. Old Business

None discussed

8. New Business

Virginia Buglio: The email regarding pension reform and health benefits was sent out to the listserv. No new substantial outcomes were arrived at during the meeting.

Bill Bike: IL constitutional amendment 49, requiring a three-fifths majority vote in order to increase benefits of public pensions, is up for election this November.

Jen Rowan: We need to start an education campaign to encourage people to vote no for the amendment. we need to hold a special planning meeting to discuss how to reach out to faculty. We should write about it the the next newsletter, make a statement at the next faculty senate and place a banner on the web site.

Yair's last meeting. APAC gave him a certificate of appreciation. Yair is taking a new position at Family and Community Engagement at Chicago Public Schools

Jacqueline Berger was awarded merit award

9. Chancellor's Office Update – No discussion. Monica Rausa Williams not in attendance

10. Next Meeting

October 10, 2012 5175 COMRB