



Michael Moss (Chair) called meeting to order at 12:35
Theresa Soto filling in for Monica from the Chancellor's office

Introductions

Michael asks of members and guests: What do you think APAC is doing well?

Why did you want to get involved with APAC?

Ben: APAC gets APs involved in search committees - think that is a fundamental way APAC gets APs involved in a meaningful way. Gets the needs of the AP heard to administration

Ahlam: began to ask questions surrounding the conversion and felt it was important to stand up and speak out about the needs of APs and how these discussions are impacting APs and someone needs to stand up for it.

Committee Reports and Orientation for Guests:

PROFESSIONAL DEVELOPMENT (Kathleen, Ahlam, Colleen)

Update for Guests – What does PD committee do?

We promote training around issues that are important to business managers, financial management, grants management, accounting management, etc.

Tomorrow we are hosting an event on how to manage multiple grants. It is very popular with 40 business managers registered. Ahlam and Colleen will be peer moderators. We will target two or three target topics that have come in through the registration. We will need to see if there is interest in meeting more regularly.

Professional mentoring program- There is lots of interest in getting involved with the professional mentoring program run by the Chancellor's Committee of Access and Equity and Status of Women. We don't think they have done any mentoring pairs this year, 10 pairs were originally established but there has not been follow through.

Tomorrow's event will be successful. What other group can we do this for? Can we target student services, or another group? The purpose of this group is to fill in the holes that information sessions don't cover, HR would be involved to help provide a subject expert who would not lead discussion; we would have a peer lead the discussion.

Brainstorm Possible Groups for Peer Learning - Business Managers are Underway – Who's Next?

Student Services

AP Researchers

HR (If HR, Here are Some Possible Topics)

How to Hire Someone in Less than 6 Months

Coming to Terms with the Civil Service Hiring Process

Focus Group: Impact of Job Analysis / Conversions on Getting People Hired

BUILDING COMMUNICATION & EDUCATION (Agnes)

Update for Guests – What does BCES do? We organize events on East and West campus. For example: explaining SURS pensions and conversions- we mostly cover current events. We

Minutes: Jennifer Anderson

also host events like resume writing workshops and safety on campus, as well as assist the professional development group set up there events. Because Agnes is new, Michael is doing most of the speaker set up, schedule rooms, registration, etc. Our biggest challenge is brainstorming topics and finding speakers. We are looking for one topic a month. Last month was a resume writing workshop, 80 registered and 55 attended. Some other new ideas include resume swap and edit, CA #49 on 10-22. This committee is open and looking for new committee members.

Ben: I have an idea. How about a social event to find research based APs? I wonder how many there are? What is a good potential topic for them? What's the next step in their career as they are in grant funded positions?

Others thought this was a great idea because they are an isolated population.

Ahlam: what are their concerns? We can get some ideas by hosting a social event so that they can give us ideas about the events most relevant to them.

Marelet- Do they even understand that they are APs (post-docs, research technicians, etc?) Is HR explaining this to them? They need to be educated about this process.

Michael, what other types of events? Networking? They can have an open forum; or speed networking. Let's plan for a January event to give us time to figure out what type of event it should be.

Brainstorm Potential Events with Committee

"Web Toolbox" Event - Do we want to ask Jim? Could we do a peer group from APAC member, Kim Charles, does Toolbox events so it may be redundant. Maybe we can ask if APAC can help promote that event- good idea.

Follow-Up to Laurie Schellenberger/Resume Event?

"Planning Career Paths: Defining and Pursuing Next Steps"

"How to Pursue PD Opportunities Already Available on Campus"

COMMUNICATIONS (Bill) (bill not here- no discussion)

Update for Guests – What Does Communications Do?

APAC News Sept issue published; Working on Oct. issue.

Brainstorm APAC News Discussion Post Topics

Pensions

Conversions

Professional Development

Brainstorm Next Topics for CS Fact VS Fiction

Fact or Fiction: I've heard that the CS hiring process takes way longer than the AP hiring process?

Fact or Fiction: Can you only interview the top the candidates for a CS position?

CHANCELLOR'S ACADEMIC PROFESSIONAL EXCELLENCE (CAPE) AWARD (Bill)

Update for Guests – What is CAPE?

Chancellor approved the six CAPE awardees. Chair informed the nominators of candidates who were not chosen.

All APAC members are invited to the Employee Recognition Ceremony on November 1, where the CAPE awards will be presented.

BY LAWS (Colleen)

Minutes: Jennifer Anderson

Update for Guests – What does Bylaws Committee do?

No progress, other members have been out of town.

REPRESENTATION (Marlette)

Update for Guests – What does Representation Committee do?

What issues face APs? The primary issue is the conversion to civil service. We want to regroup the committee and outline the issues of importance concerning APs. One big issue is how seniority is determined upon conversion; many will lose previous years spent at the university. Should APs apply for CS positions and how will that affect their seniority. What are the issues the APs are facing the conversion approaches?

Ahlam feels we need to fight this decision- that this conversion doesn't have to be a foregone conclusion. Why don't we rally the faculty behind us? SUCCS board is doing the same sort of hiding tactics that they accused the University of doing and this needs to be brought to light.

Michael, SUCCS board wants to take away the ability of the university to decide who will be converted to CS. Should we do anything about this?

Faculty in Urbana signed a petition and SUCCS backed off. Ahlam thinks we need to sign a petition for faculty.

Do we want to dedicate the next meeting to this issue- reverse visiting policy, stop the conversion of APs, and four or five other issues to include on the petition?

Ahlam wants to take the lead on a petition. HR has been given funds and three years to continue the conversion process.

Michael: How can HR work with us, what are their hiring concerns?

RAHA issue: Check with the president to see if he still in favor or RAHA. We need to write to him to remind him (Marlette will ask independently) before the UPAC meeting. OCT 29th is the next UPAC meeting.

EXECUTIVE COMMITTEE (Michael)

Update for Guests – What Does the Exec Committee Do?

Brainstorm: Topics for November UPPAC Meeting

Help Prioritize GA Responsibilities & Projects

UIC Retirement Matters (APAC/SUAA Blog)

Free, On-Campus Professional Development Series (PACADEMY Posts)

News Articles of Interest to APs (PACADEMY Posts)

Organizing/Posting APAC Documents to Website (Minutes, By-Laws, Etc)

Recognition

Ahlam: Vice Chair

Jacquie: SURS / Award of Merit

Monica: Leaving UIC

SPECIAL TOPIC

CONSTITUTIONAL AMENDMENT #49

Website banner updated

Sept issue of APAC News on CA #49 got 45 hits the first day

CA #49 Speaker Event Update (Agnes)

Minutes: Jennifer Anderson

Possible Dates: Oct 15th or 22nd from 1-4PM

Room: COMRB Moss Auditorium (or other) 1020 or 221 (bigger if needed)

Merrill Gaskin doing introduction. Michael wants to see if Merrill will do a preface of the introduction to get everyone to speed. Can we send out blog? Have flyer available at the event. Should be 90 min not an hour. We were granted the honorarium for speakers.

Speakers

PACADEMY and APAC, Agnes, Bill bike for press release.

SUAA Collaboration will pay half of honorarium,

APAC Pay for Massmail \$125 to send.

Brainstorm: CA #49 Facebook Campaign- There have been no takers for the Facebook campaign as it may be difficult to navigate. We will not proceed on this idea.

Old Business

Approval of Minutes from Previous Meeting - September 12

New Business

This is Ahlam's first meeting as Vice Chair

Jacque is Merit Award winner

Bill's article got attention and he has co authored a similar article featured in the Tribune

Are we doing an HR event? Yes

Are we dedicating the next regular APAC meeting to the issue of conversions? Yes

Chancellor's Office Report

Michael: Monica will be leaving the university so I hope everyone can reach out to her to thank her for the time she dedicated to APAC.

Theresa Soto will be the new liaison from the chancellor's office. I been with UIC for over 20 years including time as a student. The Chancellor's office wants to hear your concerns and I look forward to bringing them to her. I work with government relations, elected official visits, and monitor issues such as pensions that are of concern to the university.

Michael wants the CA #49 to be on their radar. He states that the UIC position is neither for nor against CA#49, but it is very much an AP concern. Jennifer Rowan- we usually meet with the chancellor once a year - can you keep a look at her calendar for that meeting. Chancellor office is looking into a possible evening social event for APs

HR Report

Non Given.

Minutes: Jennifer Anderson

Next Meeting

November 14, 2012; 12:30 – 2:00PM; 2750 UH

Meeting adjourned at 1:45pm