



**Academic Professional  
Advisory Committee**

August 10<sup>th</sup>, 2016 from 12:30 PM to 2:00 PM  
Room 4175, CMRB  
Conference Number: 1-877-366-1829  
Access Code: 2188568#

Agenda Items and Discussion	Action Items
<p><b>I. Attending:</b></p> <p><b>A. Representatives:</b> <i>Mary Berta, Julie Kong, Marelet Kirda, Bill Bike, Jaqueline Berger, Ahlam Al-Kodmany, Jennifer Pietka, Kathleen Stauffer, Colleen Pierson, Nester Komolafe, John Brach, Tiffany Raber (GA)</i></p> <p><b>B. Guests:</b> <i>Robert Barish, Susan Poser, Paul Hixon (Department of Psychiatry)</i></p>	
<p><b>II. Guests:</b></p> <p><b>A. Provost and Vice Chancellor for Academic Affairs, Susan Poser</b></p> <ol style="list-style-type: none"> <li>1. Two Surprises when began position           <ol style="list-style-type: none"> <li>a. Extent/length of budget crisis</li> <li>b. Level of bureaucracy</li> </ol> </li> <li>2. Goals           <ol style="list-style-type: none"> <li>a. Minimize hurdles in bureaucratic system               <ol style="list-style-type: none"> <li>i. Reduce steps/time to approvals</li> <li>ii. Example: streamline counteroffer process</li> </ol> </li> <li>b. Reorganization in Provost's Office               <ol style="list-style-type: none"> <li>i. New Hire: Vice Provost of International Affairs</li> </ol> </li> <li>c. Work on global reputation               <ol style="list-style-type: none"> <li>i. Increase study abroad opportunities for UIC students</li> <li>ii. More welcoming environment for visitors</li> </ol> </li> </ol> </li> <li>3. Initiatives           <ol style="list-style-type: none"> <li>a. Encourage associate professors to move through rank</li> <li>b. Begin taking some calculated "risks"</li> <li>c. Create a time and a space for faculty to meet across campus               <ol style="list-style-type: none"> <li>i. Innovation center is a possible place of gathering</li> <li>ii. Monthly or bi-monthly events where two departments come together to meet and faculty members exchange ideas</li> </ol> </li> <li>d. Cross-campus collaborations</li> </ol> </li> </ol> <p><b>B. Vice Chancellor for Health Affairs, Robert Barish</b></p> <ol style="list-style-type: none"> <li>1. Focus on West Campus           <ol style="list-style-type: none"> <li>a. Major healthcare needs/goals               <ol style="list-style-type: none"> <li>i. New surgical ORs</li> <li>ii. New lobby for the Hospital</li> <li>iii. Electronic medical records system</li> </ol> </li> </ol> </li> <li>2. Retention Issues           <ol style="list-style-type: none"> <li>a. How to recruit and retain in this environment?</li> </ol> </li> </ol> <p><b>C. General Conversation</b></p> <ol style="list-style-type: none"> <li>1. One possible venue for collaboration/efficiency = research arena</li> <li>2. Professional Development proposal introduced to both Poser and Barish           <ol style="list-style-type: none"> <li>a. Would put UIC in an equal footing with other UI campuses</li> <li>b. Michael Ginsburg has been very supported</li> </ol> </li> <li>3. Plans for AP retention and job satisfaction           <ol style="list-style-type: none"> <li>a. Poser- retention issue has not been solved. There is such complexity in civil service realm and difficulty with AP positions</li> <li>b. For the short-term, APs must be motivated by something other than compensation; no budget for merit increases or promotions.</li> <li>c. Strategize together to make University more efficient</li> </ol> </li> </ol>	

Agenda Items and Discussion	Action Items
<p>d. Frustrating not to be able to plan long-term, but plans desirable</p>	<p><b>II.C.d.</b> Plan annual meetings going forward</p>
<p><b>III. Approval of 08/12/16 Minutes</b>  <b>A.</b> Approved</p>	
<p><b>IV. Subcommittee Updates:</b></p> <p><b>A. Executive Committee</b></p> <p>1. Report on 08/04/16 meeting with Chancellor and HR leadership</p> <p>a. Topics included: Job Analysis including request for independent appeals process (took bulk of the meeting), AP workload issues, preservation of notice rights, vanity titles (allowed in Civil Service rules), and other</p> <p>b. Several misconceptions were addressed</p> <p><b>B.</b> UPPAC  <b>C.</b> Representation Committee  <b>D.</b> Communications - APAC News  <b>E.</b> Building Community/Education  <b>F.</b> Professional Development Proposal</p> <p>1. Professional Development program for AP's</p> <p>a. Proposal finalized  b. Proposal summarized  c. Poser and Barish made aware of this project</p> <p><b>G.</b> CAPE  <b>H.</b> Bylaws  <b>I.</b> Grievance</p>	<p><b>IV. A. 1.</b> Colleen will send recap of the meeting to APAC</p> <p><b>IV. A. 1. a.</b> Colleen will send out civil service language to committee members</p> <p><b>IV.F.1.a.</b> Committee will forward final proposal to Michael Ginsburg</p>
<p><b>V. Liaison &amp; Partnership Updates:</b></p> <p><b>A.</b> SUAA Liaison  <b>B.</b> Senate Representatives</p>	
<p><b>VI. Special Topics:</b></p> <p><b>A.</b> Chancellor should be invited to an APAC meeting once a semester</p>	<p><b>VI.</b> Once Fall Semester schedule is finalized, invite Chancellor to October or November meeting</p>
<p><b>VI. Budget Update</b></p>	<p><b>VII.</b> Inquire about FY17 budget</p>
<p><b>VII. Next Meeting Tuesday, September 13<sup>th</sup>, 12:30-2PM in UH 2750</b></p>	
<p><b>VIII. Adjourn</b></p>	