



Academic Professional Advisory Committee

April 10th, 2019 from 12:30PM to 2:00PM
UH, Room 2850
Agenda, Meeting with the Chancellor and
Vice-Chancellor

Item & Discussion	Items
<p>I. Attending:</p> <p>A. Representatives: <i>Tracy Sikorski, Julie Kong, Kathy Stauffer, Mary Berta, Joy Valentine, Jennifer Pietka, Nester Komolafe, Kate Yoshida, Bill Bike, Colleen Piersen, Benjamin Ramirez</i></p> <p>B. UI Administration: <i>Chancellor Amiridis, Vice-Chancellor Barish</i></p> <p>C. Other Staff: <i>Teresa Soto-Plutz, Michael Ginsburg, Amber Ghosh</i></p>	
<p>II. Approval of March & April Minutes:</p> <p>A. Delayed until May Meeting</p>	
<p>III. APAC Updates:</p> <p>A. Retiring members</p> <ol style="list-style-type: none">1. Bill retiring in May after 24 years2. Julie retiring in June after 30 years <p>B. AP Leadership Committee</p> <ol style="list-style-type: none">1. Ben and Colleen are on the committee along with 20 others from UIC <p>C. Expo Day</p> <ol style="list-style-type: none">1. Successfully done in collaboration with SAC <p>D. Senate Elections</p> <ol style="list-style-type: none">1. 8 nominated2. 10% of electorate voted <p>E. Professional Development</p> <ol style="list-style-type: none">1. We had excess funds from our budget in 2018 and decided to start the pilot PD program with less than \$3,0002. This cycle, we funded 24/92 applicants3. A total of \$20,000 was used (each applicant requested \$1,000 or lower)4. The types of funds and the types of colleges we funded were very diverse5. We were able to give guidance to SAC for their program <p>F. Bylaws</p> <ol style="list-style-type: none">1. Currently being reviewed to better reflect our brand and to recruit2. UPPAC is also going under a 'rebrand' of their bylaws as well <p>IV. Chancellor's Updates:</p> <p>A. Growth + Staff: Civil Service/Professional Positions</p> <ol style="list-style-type: none">1. Yes, hiring faculty is at a limited capacity right now.<ol style="list-style-type: none">a. We have allocated funds to hire 13 new faculty2. Strikes	

<p> a. Currently closed a contract with GEO who were just on strike for 3 weeks. Will cost \$6-\$9 million from state funding over 3 years to pay GEO's raise in wages. </p> <p> b. Also negotiating with the Faculty union to avoid another strike. Taking into consideration administrative staff's high salaries. Will cost \$15-\$25 million to pay for faculty's proposed raises (which does not include AP or Civil Service positions) </p> <p> 3. Capital Projects </p> <p> a. \$1 billion on proposed capital projects including: \$250 million from philanthropic organizations \$250 million from a state bill \$250 million from a P3 \$250 million which will be borrowed </p> <p> b. Engineering building will be complete on July 22 </p> <p> B. Q&A </p> <p> 1. Retaining Talent </p> <p> Tracy: Illinois was without a budget for 2-3 years, given that impact, how can we better attract and retain job candidates at UIC? </p> <p> Chancellor Amiridis: By offering a competitive salary + benefits + better work environment + professional development opportunities. </p> <p> 2. Growth Issues </p> <p> Ben: Is our student growth sustainable? (Especially in health + engineering programs) </p> <p> Chancellor Amiridis: a) Well we have put a cap on the computer science program, as we cannot keep growing at the rate we are now. b) We need more physical and capital infrastructure to accommodate the growing number of students. </p> <p> c) We cannot go beyond 35,000 students. </p> <p> 3. Research Funding </p> <p> Tracy: How can we raise revenue through increased research dollars? How can we get more staff? </p> <p> Chancellor Amiridis: </p> <p> a) By making small investments in 3-4 priority areas. </p> <p> b) Research also costs money. </p> <p> c) In addition, we have had little increase in graduate student numbers in the last 5 years. </p> <p> d) We must also account for 2-4% inflation in the GEO's salary which is low, but not as low compared to other universities. </p>	
<p> V. Job Categories: </p> <p> A. Broad generalizations </p> <p> Tracy: Job descriptions are broad, making it challenging to hire. </p> <p> Dr. Ginsburg: </p> <p> a) Custom classifications, wider salary, and quicker hiring are all things we are looking into. </p>	

<p>b) Stratification is needed and can be done gradually. Suggestions have been done gradually</p> <p>c) Suggestions have been given to civil service position, specifically regarding: John Marshall Law School, implementation of union contracts, and job conversions</p> <p>d) We need to distinguish the differences between a 'job' and a 'career'</p> <p>e) New job descriptions are posted every day, and the HR office is small and cannot handle the volume</p> <p>Tracy: We need to make staff more eligible for positions (misclassification is a large issue) and job titles can be misleading. We need to better meet needs with job specifications. Also extensive tests and credentials are lowering the hiring pool.</p> <p>Dr. Ginsburg:</p> <ul style="list-style-type: none"> a) We are working on titles and bridging the gap with Civil Service positions b) There are currently 12 classifications of job search c) We also do a systematic review of positions (roughly 20/year) <p>Kathy: The perception of civil service positions needs to change as well. The issue of losing seniority if moving to another position in a different department. Specialty factors are not working to the best of their abilities, and we need more control over hiring pools.</p> <p>Julie: The minimum educational requirements makes a difference on who applies for a position. "Other fields as related" will not draw the right candidates to a position if what is listed is different than what the job requires. For example, Research Administration is a specialized field as it includes pre-awards, post-awards, and human subjects. The minimum requirements for all to have a bachelor's degree in accounting or business administration for Grants and Contracts Associate is not meeting the needs of this industry which requires more flexible backgrounds. There are a good number of highly experienced research administrators at UIC who under the current requirements, would not be eligible for their jobs.</p> <p>Dr. Ginsburg: Yes I agree, and given the scale of this, I would like to make this a summer project.</p> <p>Mary: If needed, it would be nice to have a member from APAC to assist with this type of project.</p> <p>Dr. Ginsburg: Yes, I will definitely be consulting APAC.</p>	
<p>I. Other Updates from Chancellor Amiridis:</p> <ul style="list-style-type: none"> A. Administrative Meetings <ul style="list-style-type: none"> 1. Townhall will be moved to September 2. State of the University moved to the end of the year B. Goals & Priorities <ul style="list-style-type: none"> 1. Maintain momentum (rankings, mergers, etc) 2. Remain fiscally responsible and stop paying the price of past decisions with long term effects 	

<p>Ben: Do you see any impacts with our mayoral changes?</p> <p>Chancellor Amiridis: No, we had a good relationship with Rahm, and I have met with Lori briefly and plan and hope to continue a good relationship with Chicago’s mayors.</p>	
<p>II.</p>	<p>Next Meeting WEDNESDAY May 8th, 12:30-2:00, MAB 308</p>
<p>III.</p>	<p>Adjourn</p>