

Meeting Minutes:
Chancellor's Committee on the Status of Women
Academic Professional Sub-Committee

October 28, 2008
12:30 p.m.

Attendees: Leena Walters, Stephanie Chamberlin, Jacquelyn Jancius (co-chair), Kris Zimmermann (co-chair)

I. Old Business

A. Mentoring Task Force Update

1. Updates from Jacquelyn and Kris

On October 28, 2008, the CCSW met with Interim Chancellor Eric Gislason, Provost R. Michael Tanner and William Walden, the Special Assistant to the Provost for Diversity. One of the items on the agenda for that meeting was to discuss the goals of the AP-subcommittee mentoring taskforce. Interim Chancellor Gislason acknowledged that mentoring can benefit any group and mentoring helps an individual to understand his/her role in the University. Provost Tanner discussed that the organization of APs on campus needed a lot of attention. He acknowledged that human resources for APs have not been well developed. Provost Tanner further acknowledged that the institution needs to think through how to bring APs together. Provost Tanner agreed that the career path for APs was not clearly defined.

Further ideas that were discussed during the meeting with the Interim Chancellor and Provost included how to build on currently used mentoring models for the Faculty. Dr. Stacie Geller discussed the value of peer mentoring as well as group mentoring. The CCSW AP-subcommittee agreed that those models would be useful to examine for adaptation to an AP mentoring program.

In October, Kris received an email from John Loya's office to follow-up on a focus group that Kris had participated in on academic professionals HR priorities. The email indicated that there are two priorities that HR will concentrate its efforts on:

- 1) Implement Rational Compensation Philosophy and Policies
- 2) Professional Development

UIC Human Resources will continue to work with the AP HR Taskforce to implement an action plan to address these priorities over the next 3-6 months. Mr. Loya has also discussed their plan to concentrate on these two priorities with the Chancellor and Vice-Chancellors, and they have provided their endorsement.

Finally, Mr. Loya's office will explore how best to communicate HR's intentions and outcomes with the AP community more broadly. Mr. Loya has asked that we provide further input, if needed.

2. Discussion

The committee discussed the possibility of working with the College of Business Administration or the Public Administration program on a special project to help develop the AP mentoring program.

The committee discussed that it would be helpful if Stephanie were able to work with the AP Mentoring Taskforce to help them to continue the effort since Maureen Madden and Ginny Tunnicliff are no longer at UIC.

In a follow-up email, Angela Prazza concurred that it was a good idea but that the capstone course for the MPA program requires seeing a program through completion in one term, whereas the mentoring program is intended to last for one year. She further recommended the student program for the salary equity study.

Angela also updated us that AP Mentoring Taskforce intends to start a small pilot mentoring program of 5-10 mentor-mentee relationships in the summer. They have over 60 people interested in the program so far. Angela mentioned that a meeting of the AP Mentoring Taskforce may be convened soon.

B. APAC AP Status Survey

No report.

C. AP Professional Development and Education Task Force Update

The taskforce met on October 9, 2008. The taskforce agreed that the CCSW-AP subcommittee's co-sponsorship of Academic Professional Action Committee (APAC) event, "Professional, Educational Resources" for \$100. The event will be held on November 20, 2008. The taskforce requested additional information from APAC organizer, Jacquie Berger. The taskforce was further interested in expanding on the APAC by asking APAC organizers to consider additional discussion points for the event including:

- sharing professional development resources
- making APs aware of educational opportunities
- inviting someone from HR to talk about tuition waivers for APs to take classes
- setting up a panel discussion on taking graduate courses as an AP, including APs who are currently in graduate school and a representative from HR
- staying motivated to continue with school/balancing work and school
- sharing information about degree programs that are offered, including those that offer night classes
- guidelines and rights for APs that are taking classes
- identifying academic programs that support part time students
- a graduate school fair for employees
- LLEAP program

The taskforce also discussed building on the APAC event with a "lunch and learn" professional development series. The taskforce will disseminate a short survey at the

APAC event to collect information about topics that might be of interest to APs for the “lunch and learn” series. The taskforce suggested creating a certificate of completion if an AP attends a certain number of the lunch series discussions. The group discussed starting a brown bag series in the spring semester.

Kris and Jacquelyn attended the APAC event organization meeting on October 17, 2008. Kris shared the taskforces ideas with the APAC organizer and CCSW AP-subcommittee will continue to work in collaboration with APAC on the event.

Kris will contact Sara Spiegel to get a status report on the survey development for the “Professional, Educational Resources” event.

II. New Business

A. Summary of CCSW meeting with Interim Chancellor and Provost

As mentioned above, the CCSW met with Interim Chancellor Gislason, Provost Tanner, and William Walden, the Special Assistant to the Provost for Diversity on October 28, 2008. The purpose of the meeting was to present the CCSW Annual Report to the Interim Chancellor prior to his departure from UIC on January 15, 2009. The topics discussed were mentoring of academic professionals (see discussion above) and faculty; the funding climate for women on campus, including the funding status of the Campus Advocacy Network (CAN), Women’s History Month, and CCSW/OWA; other campus issues for women including the lack of lactation rooms on campus, the cost of birth control and maternity leave for graduate students; and finally, how best to work with the new Chancellor, Paula Allen-Meares, who will begin at UIC on January 16, 2009.

The main priority of the CCSW in meeting with the Interim Chancellor was to stress the importance of funding programs that support women on campus especially CAN and OWA.

CCSW hopes to meet with the new Chancellor in April 2009, if her schedule permits.

B. Event co-sponsored by APAC:

Professional, Educational Resources Event
November 20, 2008, 12p.m., COMRB Room 2175

C. Update on AP priority focus areas for HR

See the discussion above for AP Mentoring.

D. Planning for spring events:

1. Cynthia Klein-Banai; Campus Sustainability

Jacquelyn reported that she spoke with Monica Rausa Williams about the committee’s ideas for the event. Monica suggested making the event on best practices for campus sustainability from a grass roots perspective. We want to create a positive

approach to campus sustainability and help APs to think about how they can make their unit more sustainable. Some planning ideas Monica and Jacquelyn discussed were:

- Do the presentation in the spring (sometime after February).
- Make the focus of the presentation "What can I do to promote sustainability on campus?"
- Invite Cindy Klein-Banai, eco-reps (such as Margaret Moser from OVCR who has been very active for our office, and some others that Monica can give us), someone from campus recycling, someone from buildings (physical plant - I think), and someone from purchasing (also maybe students - there'll be a promotion for green living for students in the year ahead).
- Each panel member could give a brief intro.
- We can use the eco-reps to talk about best practices in their offices.
- Q&A.

Monica will continue to be our contact person for Cindy Klein-Banai's office.

The committee decided we should try to schedule the event for the week of March 30 to April 3. Jacquelyn will follow-up with Monica about Cindy's schedule. Kris will follow-up with Sarah regarding location options on either the east or west campus.

2. "Revealing Your Hidden Talent"

Because the event is meant for the end of the year, the committee tabled discussion on this topic until the spring semester.

3. Advancing Your Research Career as an Academic Professional

Kris suggested setting up the panel discussion on the west campus. Leena mentioned that she can nominate a speaker for the panel. Stephanie will help with distributing information on the event to the east campus. And Jacquelyn suggested to Kris that she ask OVCR to co-sponsor the event. Kris will contact Jacquie Berger in OVCR to discuss working with OVCR.

Next Meeting:

Tuesday, November 25, **12:00-1:00 pm**, Room 202B AOB

Please check in at the OPRS front desk (2nd floor of AOB)