

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

September 23, 2008

12 p.m.

Attendees: Delania McCormick, Sara Spiegel, Leena Walters, Steph Chamberlin, Liz Budzik, Jacquelyn Jancius (co-chair), Kris Zimmermann (co-chair)

I. Distribution of 2007-2008 Final Report

The final report from last year was handed out so those at the meeting who were new to the group could get a sense of activities from last year.

II. Old Business

A. Mentoring Task Force Update

Angela Prazza was not able to attend the meeting to provide an update, so Kris and Jacquelyn described the proposed mentoring program and tried to give an update based on previous conversations with Angela. The Mentoring Task Force met with John Loya, but Mr. Loya expressed interest in setting up a broad mentoring program for everyone rather than a mentoring program for APs only. Liz Budzik suggested having a “plan b” should the mentoring program not move forward in human resources. Angela will be asked to provide a more detailed update about the status of the mentoring program and next steps.

Edited update submitted by Angela Prazza after the meeting:

Ginny Tunnicliff, Maureen Madden, Jennifer Czak and Angela Prazza met with John Loya, Vice Chancellor for Human Resources and Kim Morris, Director of Organizational Effectiveness for HR in July. We explained that our proposal was one that outlined what our dream structure entailed and that we wished to partner with UIC HR to flesh-out the program. The proposal outlined what the program might look like and the next task would be to create a Mentoring Task Force to oversee the program. The group would consist of members of CCSW, APAC, UIC HR and any other interested groups or individuals. UIC HR would be a resource for this program, providing some small percentage FTE and technical support.

After we met, we were asked to look at the other mentoring programs on campus and think about coming up with a mentoring program for all employees. We wrote a note that detailed why we were focusing on APs and not the entire campus (our area of expertise, the lack of support for APs in particular and inconsistent goals from employee group to employee group, etc.).

We have been connecting with APs across the university who might wish to become mentors. We hope that when we launch the pilot program we will have at least 10-15 mentors ready for the mentees. We know that in most programs there are more people wanting to be mentored than there are available mentors. In this program, we want to include an assumption that if an AP has been mentored, he or she will go on to mentor someone in the future. The former mentors will become coaches for the mentors and hopefully this will create a pipeline of APs who will be qualified to mentor and coach. We

by no means would limit the number of times a person would be a mentor unless we had consistently negative feedback.

I sent a note this week for a follow-up meeting with Kim Morris. As you know we lost two members of the task force, so we DO need more members to volunteer for this initiative.

B. APAC AP Status Survey

Liz Budzik described the history of the AP Status Task Force, and gave an update on the APAC survey, being planned to assess the baseline status of APs. Liz believes the survey will go out in the next couple of months via survey monkey. No further action was requested for this task force, though Liz will remain the liaison to APAC for the CCSW-AP sub-committee and keep the sub-committee informed of the status of the survey.

III. Brainstorming

A. “Professional Development and Education” focus was suggested

1. Ideas included:

- ◆ finding and 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

2. Sara, Leena, Delania and Kris signed up to participate on this task force; Kris will email everyone to set up a time to meet prior to the next CCSW AP-sub-committee meeting.

B. Event ideas (Goal: two events in the fall and two events in the spring.)

1. Advancement panel for APs in research tracks, like the AP career advancement panel from spring 2007.

- ◆ There was concern about getting the word out about this kind of event
- ◆ Methods of publicity were discussed; Leena mentioned distributing information about this event via a listserv for clinical research coordinators

2. Delania offered to assist with a women's health event
3. Cynthia Klein-Banai was invited to speak last year, but the event was cancelled due to lower than expected turnout. There was discussion about the type of presentation she could give, with concern that the sustainability efforts on campus do not always coincide with realities regarding facilities/physical plant.
4. Kris mentioned that efforts to revive women's history month were underway.
5. The group discussed continuing the "Revealing Hidden Talents" event as a possible annual end of the year event that CCSW AP-subcommittee could sponsor with CCSL.

Next Meeting:

Tuesday, October 28, **12:30-1:30 pm**, Room 2214 SES (Science and Engineering South)
Room 2214 is in the Physics Department
Building location: <http://www.uic.edu/depts/phys/streets.html>