



# NEWS

Newsletter  
Vol. 2 No. 8  
SEPT 2009

Keeping Academic Professionals at UIC informed and involved.

## INTERIM POLICY MEANS UNIVERSITY MAY FORCE FURLOUGH DAYS

By MIKE LILLICH, UIC NEWS

**AN INTERIM** policy will enable the University to institute unpaid furlough days for Academic Professionals (APs) and faculty and academic professionals if significant budget shortfalls occur.

A **SECOND** policy addition allows the University to shorten the appointment period for employees whose salaries are paid from grant and contract funds, if funding is lost.

**THE INTERIM** policy was announced in a July 21 e-mail to employees by University of Illinois President B. Joseph White and the chancellors of the three campuses.

**THE INTERIM** furlough policy will be included in all Notification of Appointment letters to APs and faculty issued Aug. 16 and thereafter at all three campuses.

**IF WORK** force reductions are necessary due to budget shortfalls, civil service employees would be covered by civil service layoff provisions. Reductions of union-represented employees would be covered by collective bargaining and statutory provisions.

**THE POLICY'S** goal is to keep people employed by cutting personnel costs fairly at all levels and across all categories of employment, while continuing to fulfill the University's teaching and research missions, University officials said.

**NO EMPLOYEE** would be asked to take more furlough days than senior administrators, including the President, Chancellors, Provosts, and Deans.

**SEVENTY PERCENT** of the University's costs are employee salaries and benefits, University administrators said.

**IF FACED** with a significant budget shortfall or mid-year rescission of operating funds, the President — in consultation with campus leaders and representatives of employee groups — would announce unpaid furlough days for APs and faculty.

**THE NUMBER** of furlough days would be determined by the size of the budget gap, and employees would get at least 30 days notice.

**FOR INFORMATION** on University Policy on Furloughs, please visit:

<https://hr.uillinois.edu/furlough>.



**THE NATIONALLY RANKED FLAMES SOCCER TEAM TAKES ON THE WISCONSIN BADGERS AT 7:00 PM ON WEDNESDAY SEPT 30 IN APAC'S FIRST GAME OF THE MONTH. [SEE RELATED ARTICLE, PAGE 2]**

## MENTORSHIP PROGRAM FOR APs

**A GROUP** of volunteers from APAC and the Chancellor's Committee on the Status of Women (CCSW) is piloting the first mentoring program for Academic Professionals (both male and female) here at UIC. It will be housed in the Office of Access and Equity under the capable guidance of Caryn Bills. Below is a brief background of the program.

**ANYONE WHO** might be interested in becoming a mentor is welcome. The program will run through May 2010. If you do decide to become a mentor, there is an "application" form that will be used to help match you with the appropriate protégé.

**IN SPRING** 2006, the CCSW, Academic Professionals Sub-committee, held a mentoring panel workshop. The premise was to ascertain how interested Academic Professionals were in a mentoring program. The consensus was that we were very interested both to be mentored and to be mentors. Since then the CCSW in

**CONJUNCTION WITH APAC** has worked on developing a mentoring program specifically for APs. Anyone who might be interested in becoming a mentor is welcome. The program will run through May 2010. If you do decide to become a mentor, there is an "application" form that will be used to help match you with the appropriate protégé.

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**MUCH INSPIRATION** and help that APs receive is from other APs who are willing to share and those who come together in

**GROUPS LIKE** CCSW-AP and APAC. The most significant resource contribution in the UIC market place comes from APs: it is inexpensive, viable, and consists of APs giving back to one another. We are a huge resource pool and is time to share our knowledge with one another.

**THE MENTORSHIP** program is a creative and innovative attempt to start to think about building in supervisory, departmental, and institutional consideration for our advancement and our longevity.

**IF YOU** are interested in the program as a mentor or protégé, please send a note to [ampm@uic.edu](mailto:ampm@uic.edu).

## BENEFIT BEAT - EMPLOYEE DISCOUNTS

A comprehensive list of discounts available for UIC employees can be found at: <https://nessie.uic.edu/cf/benefits>.

For example, there are monthly discounts available on service for all personal cell phones through Verizon, Sprint, and AT&T, available through the company's web sites or customer service lines. Mention the University of Illinois at Chicago. For additional resources and benefits to Academic Professionals, visit the APAC Resource page at:

<http://www.uic.edu/orgs/apac/resources.html>.



## Kimberly Clark, APAC Vice Chair, Advises LAS Students

**KIMBERLY CLARK**, Vice Chair of APAC, came to UIC in October 2001 to work for the College of Liberal Arts and Sciences (LAS). Currently, she is the Associate Director for Secondary Education in the LAS Advising Center where she works with all education students (elementary and secondary), as well as doing general advising for other LAS majors.

**WHEN ASKED** what she likes most about her job, she said, "My students. I enjoy coming to work everyday because I know that I can give my students the information and assistance they need to be successful here at UIC, and hopefully as they begin teaching."

**THERE IS** no doubt that Clark is dedicated to students and to her work at UIC, as seen in her other commitments—including APAC. Clark became a member of APAC in 2008 as she sought out the opportunity at the recommendation of a former supervisor. Like other APAC board members, she

*"It was great to have so many APs get involved with selecting our membership."*

sees the recent online APAC elections as a highlight during her tenure, stating, "It was great to have so many APs get involved with selecting our membership."

**WHEN THINKING** about future achievements for APAC, Clark said she is interested in having APAC work more closely with the Office of Human Resources. Additionally, she would like APAC to take on an advocacy role in regards to APs and grievance procedures.

**IT'S NOT** all work and no play for Clark. She loves spending time with her two sons, Kahlin (age 18) and Kamal (age 15). During her spare time she enjoys reading and listening to audio books while she walks or even when she rides her bicycle in the city. Clark also enjoys horror movies of all kinds, her favorites being *Interview with the Vampire* and *Queen of the Damned*.

—Ivone DeJesus



## ACADEMIC PROFESSIONAL RESOURCE SPOTLIGHT:

There are many training opportunities available on campus to Academic Professionals. Completing training courses can help you perform better in your current position. The courses are also specific to UIC, and what you learn will make you more marketable if you wish to pursue advancement within the University.

Did you know the Office of Business & Financial Services (OBFS) provides free training to UIC staff on the following?

- \* Accounting & Financial Reporting
- \* Accounts Receivable
- \* Grants & Sponsored Projects
- \* Payroll & Earnings
- \* Purchasing
- \* University Payables

The current curriculum guide is available here:

<http://www.obfs.uillinois.edu/training/OBFSCurriculumGuide.pdf>

To register for courses, please go to:

<http://training.obfs.uillinois.edu/index.cfm?campus=C>

If you have any questions, or if you would like to know more about OBFS Training & Performance Development opportunities at UIC, please contact our training team at [obfstrainingteam@uillinois.edu](mailto:obfstrainingteam@uillinois.edu).

## SEPTEMBER, OCTOBER MEETINGS SET

The September APAC meeting will be held in Room 2750 of University Hall on the East Campus on Thursday, Sept. 10, at 12:30 p.m. The October APAC meeting will be held in Room 4250 of the Molecular Biology Research Building on Thursday, Oct. 8, at 12:30 p.m. All Academic Professionals are invited to attend.



## PENSION INFO

**UIC UNITED**, a chapter of the State universities Annuitants Association (SUAA) will have its fall brown bag, "SUAA and Pension System 'Modernization'" with Richard Johnson, PhD, professor emeritus, political science, UIC, and SUAA president. The event will be held Tuesday, Sept. 15, from noon to 1 p.m. in Student Center East, Room 713, 750 S. Halsted St. Park in the parking structure across the street; parking stickers will be available for \$5. Coffee, tea, and cookies will be served. For more information or to RSVP contact Carol Humble at (630) 469-6089 or [jhumble368@aol.com](mailto:jhumble368@aol.com) or Rose Kirk at (630) 852-7316 or [rfsankirk@comcast.net](mailto:rfsankirk@comcast.net).

## BROWN BAGS

**THROUGHOUT** THE academic year, APAC sponsors Brown Bag seminars on various topics of interest to academic professionals. Past topics have included retirement planning, mentoring, and changes in policy for sick leave and tuition waivers. For more information, go to [www.apac.uic.edu](http://www.apac.uic.edu).

## GAME OF THE MONTH

### SOCCER TEAM TAKES ON WISCONSIN

**IN CASE** you haven't noticed, the Flames Soccer program has been red hot for the last few years. Under the leadership of Coach John Trask, the team has been a perennial contender in the NCAA tournament reaching the "Elite Eight" in 2007 and the "Sweet Sixteen" during last year's campaign.

**BEGINNING THIS** month, we'll be identifying a home Flames game that should not be missed. Up first is the September 30th match between the Flames and the Badgers.

**SEE YOU** on the field!



VERSUS



**DAY:** WEDNESDAY  
**DATE:** SEPT. 30, 2009  
**LOCATION:** FLAMES FIELD  
**TIME:** 7:00 P.M. CT

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