



Welcome, Guests!

Welcome, Guests!

To our APAC Monthly Meeting

What is APAC?

The Academic Professional Advisory Committee (APAC) of the University of Illinois at Chicago is an elected body whose function, as defined by University of Illinois Statutes, is to *"provide for the orderly voicing of suggestions for the good of the University, afford added recourse for the consideration of grievances, and furnish a channel for direct and concerted communication between the academic professional staff and the administrative officers of the University, its colleges, schools, institutes, divisions, and other administrative units on matters of interest or concern to the academic professional staff or any member of it."*

The University of Illinois Statutes also mandate that *"in performing its functions, the Committee, upon the request of the Chancellor, the President, or any member of the academic professional staff, or upon its own initiative, shall make such investigations and hold such consultations as it may deem to be in the best interest of the University."*

Who serves on APAC?

Academic Professionals who hold permanent or visiting Academic Professional appointments of 50% or more of full time employment at UIC are eligible to serve on APAC. Elections are held each Spring and members serve a three-year term. In addition to serving on APAC, members also serve on either standing or ad-hoc subcommittees.

APAC Meetings are Open to the Public

At times information shared in an APAC meeting may be confidential and sensitive. If you are a guest attending a meeting where sensitive information is discussed or announced, we may ask you not to share that information. Rarely, when a very sensitive issue is raised, we may close the meeting to guests and hold an executive session.

How do APAC Meetings Work?

In general, APAC meetings tend to be broken up into four sections: introductions, guest speakers to present on various issues that impact APs, updates from various APAC representatives, and business items. In each section, there may be committee discussions and/or voting on various topics. An Agenda is presented at each meeting. Approved minutes from previous meetings are available on the APAC website at www.apac.uic.edu .

What Does APAC Do?

- **Host Events**
APAC regularly hosts events on topics that impact APs. For example, we recently held SUCSS Audit Compliance Updates to address concerns over AP positions being converted to Civil Service. We also hold an event on SURS at least annually.
- **Host Monthly APAC Meetings**
Our open meetings are held regularly on alternating sides of campus, the location and times are listed on our website.
- **Coordinate the Annual Chancellor Academic Professional Excellence (CAPE) Awards**
- **Send Regular Communications to APs** via
 - *PACADEMY email list*
 - *UIC Announcements email list*
 - *Our APAC website*
- **Publish APAC News**, our Monthly Newsletter for APs
- **Represent APs on Various Campus Committees** including
 - *Faculty Senate*
 - *UPPAC- the University Professional Personnel Advisory Committee*
- **Assist with Various Search Committees** by recommending candidates for the committees and sharing issues and concerns where appropriate
 - *President*
 - *Chancellor*
 - *Vice-Chancellor for Research*
- **Partner with Other Offices & Committees** who may send representatives to our APAC meetings including:
 - *HR – Human Resources*
 - *Chancellor's Office*
 - *CCSW – Chancellor's Committee on the Status of Women*
 - *SUAA – State Universities Annuitants Association*

Where to learn more about APAC:

Visit our APAC website at <http://www.uic.edu/orgs/apac/>
Contact Holly Burt, chair of APAC, at haburt@uic.edu



Newsletters



NEWS

Keeping Academic Professionals at UIC informed and involved.

Newsletter
Vol. 2 No. 7
JULY 2009

Jill Davis "Hustles Up" in various roles

APAC Secretary Profile

By Ivone DeJesus

WHEN YOU see the picture of Jill Davis "hustling up UH," you realize she is an energetic and passionate individual. She likes to attend concerts and explore the Illinois Prairie Path (to which she happens to live very close). Davis has participated in the "Hustle up UH" event sponsored by UIC Athletics and the University of Illinois Alumni Association. She also enjoys the "guilty pleasure" of watching reality TV, which she attempts to balance by being an avid reader.

DAVIS CAME to know UIC as an undergraduate student, not only attending classes but working on campus. Currently, she serves as Assistant to the Executive Director at the Center for Advanced Design, Research and Exploration (CADRE). Prior to her position at CADRE, she was an Admissions Counselor in the Office of Admissions.


AT CADRE, she develops a variety of skills including internal and external communications, organizing various meetings, and travel, as well as exposure to research practices and policies. "We have a great team and I really enjoy the company of my colleagues," Davis said.

UIC HAS been an integral part of Davis's life and Davis has been integral to UIC. She initially joined APAC because she was transitioning from being a UIC student to an Academic Professional (AP) and was looking for ways to get involved with the AP community. "APAC was just what I was looking for," she said.

SINCE 2005, her involvement with APAC has evolved quite a bit; she now is entering her second year as APAC Secretary, and she also is one of three members of the University Senate representing APAC. During the past several years she has seen many APAC accomplishments, including the recent implementation of electronic APAC elections. Davis noted that APAC also has "increased visibility" on campus through this publication, APAC News.

ADDITIONALLY, DAVIS mentioned that the APAC Open House and Brown Bag events continue to draw large crowds due to APAC's "commitment to provide relevant event topics" that are of interest to APs.

WHEN DAVIS reflects about the accomplishments of the past, she cannot help but be optimistic about the future, stating, "I would like to see fellow APs attending APAC meetings and joining our subcommittees this year."

She added that "any AP is welcome to volunteer on a subcommittee, and our meetings are open, so please join us." 



CONTRACTS CHANGED TO ALLOW FURLOUGH DAYS

WHEN AUGUST'S Notification of Appointments (NOAs) are released, you might notice a significant change in the terms. Under another expected tight year of budgets, the University has changed NOAs to allow the institution of unpaid furlough days.


WHILE THE University has allowed for the possibility of furloughs, an email sent to the campuses from President Joseph White, Chancellor Paula Allen-Meares, and her counterparts at Springfield and Urbana, states that "we are not, at this time, declaring furlough days for fiscal 2010".

HOWEVER, THEY were written into the contracts to allow the flexibility to do so. The email continues: "We hope that they, and other actions to reduce personnel costs, will not be needed. But we must be prepared."


THE POLICY is being described as "interim" and will take effect in August.

JOHN LOYA, Vice Chancellor for Human Resources, notes that a great deal of analysis will be needed before deciding on the mechanics of implementing the furloughs.

FOR MORE information on this policy, please visit:

[HTTPS://HR.UILLINOIS.EDU/POLICYCOMPLIANCE/POLICYLIBRARY/HRPOLICY/FURLOUGH.CFM](https://hr.uillinois.edu/policycompliance/policylibrary/hrpolicy/furlough.cfm) 

AUGUST MEETING SET

The August APAC meeting will be held in Room 4250 of the Molecular Biology Research Building at 900 S. Ashland Ave. on the West Campus on Thursday, August 13, at 12:30 p.m. All Academic Professionals are invited to attend. 



LOOK AHEAD! SIX APAC EVENTS PLANNED

UNDER THE theme "Best Foot Forward," the Academic Professional Advisory Committee has at least six events planned for the upcoming academic year on such topics as employment, wellness, networking, the State Universities Retirement System, and resources, and there will be a Fall Open House as well. For more information, check the APAC website at <http://www.apac.uic.edu/> or see future issues of APAC News.



GETTING INVOLVED

APAC MEETS the second week of each month. Meeting locations alternate between the East and West Campuses. Meetings are open to all Academic Professionals. A complete list of meeting dates for the year can be accessed via the APAC Web page.


WWW.APAC.UIC.EDU 

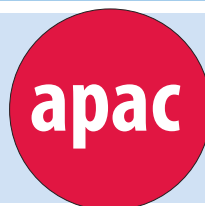
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Writing Staff: Ivone De Jesus, Ivone@uic.edu

BENEFIT BEAT

A comprehensive list of discounts available for UIC employees can be found at <https://nessie.uihr.uillinois.edu/cf/benefits>. Computers and software can be purchased via the Academic Computing and Communication Center, <http://e-sales.accc.uic.edu>. For additional resources and

benefits to Academic Professionals, visit the APAC Resource page at: <http://www.uic.edu/orgs/apac/resources.html> 





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.

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

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 apmp@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>

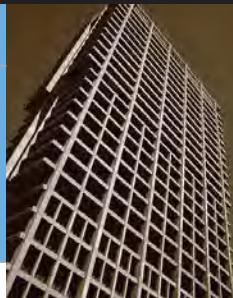
To register for courses, please go to:

<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.

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 or Rose Kirk at (630) 852-7316 or 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.

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

APAC News
University of Illinois at Chicago
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NEWS

Keeping Academic Professionals at UIC informed and involved.

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Vol. 2 No. 9
OCTOBER 2009

VCHR LOYA ADDRESSES APs REGARDING AUDIT



NEARLY 200 APs TURNED OUT FOR A TALK ON THE COMPLIANCE UPDATE, WHERE CERTAIN AP POSITIONS WERE DETERMINED TO BE INCORRECTLY CLASSIFIED

APs Concerned with Specifics of Conversion, Communication

By ROB MORANETZ, STAFF WRITER

ON SEPT. 24, APAC sponsored the State University Civil Service System (SUCSS) Audit Compliance Update, an event that featured Vice Chancellor for Human Resources **John Loya** to communicate UIC's responses to a recent civil service audit of the campus.

THE EVENT, which was APAC's first of the year, drew a capacity crowd at the Molecular Biology Research Building's auditorium. It was an opportunity for the Human Resources department to speak to the public regarding a recently conducted audit of Academic Professional jobs here at UIC.

THE AUDIT, conducted during the previous fiscal year, found several positions to be erroneously identified by the UIC campus as Academic Professional and asked the University to come into compliance by converting these positions to Civil Service.

THE CAMPUS, according to Loya, responded by immediately converting the positions in the audit which were clearly Civil Service in nature. This represented approximately one third of the total. For the other positions, Human Resources disagreed with the classification and is working with specific departments to clarify job roles and job descriptions.

THIS CHALLENGE by the SUCSS has prompted UIC to initiate a more extensive process to streamline the way positions are classified and documented in the first place, and currently the Human Resource departments in the College of Nursing and the College of Urban Planning and Public Affairs are piloting new methods to clarify job roles.

MANY APs were concerned with specific aspects of the conversion process. One of the points of concern regarded the amount

of years the amount of years of seniority an Academic Professional would earn after being converted to Civil Servant, since seniority is a significant factor for job protection under the civil service system.

LOYA RESPONDED to this concern, mentioning that the APs would receive the seniority in the amount of years they held the position that had been inappropriately classified as AP. However, they would not receive any additional seniority based on previously held AP positions at UIC.

AS THE process unfolds amid concerns over communication from the campus, APAC Chair **Holly Burt** stated the committee would strive to stay informed and bring about additional opportunities for dialogue between APs and Human Resource officials.

APAC SURVEY IS COMING

COMMITTEE, CHANCELLOR SEEKING OPINIONS, PRIORITIES OF ACADEMIC PROFESSIONALS

APAC IS working in partnership with Chancellor **Paula Allen-Meares** and the Vice Chancellors on a campus-wide survey of all Academic Professional staff that will be launched by spring.

THE SURVEY will address employment satisfaction, professional development, compensation, and other areas of interest or concern to APs. The support from the Chancellor and Vice Chancellors has allowed APAC to work with the Survey Research Lab on this project, and the collaboration will help ensure the integrity and accuracy of the results. Once complete, the results will be published online, and paper copies will be distributed to the sponsors and other senior University administration. Therefore, it is important that you complete the survey so that the results include your opinions.

FOR MORE information, please contact **Michael Moss**, Assistant Director for Costing & Analysis, OBFS Grants and Contracts, at (312) 996-0306 or mmoss2@uillinois.edu.



CHANCELLOR PAULA ALLEN-MEARES IS EXPECTED TO SPEAK AT AN APAC EVENT LATER IN THE ACADEMIC YEAR. (PHOTO BY TROY HEINZEROTH.)

APAC EVENTS

THROUGHOUT THE academic year, APAC sponsors seminars on various topics of interest to Academic Professionals and other events as well 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.

PLANNED EVENTS this year include a Resource Fair; an event with the Greater Chicago Food Depository; an update on the State Universities Retirement System (SURS) by **Lee Bridges**, SURS retirement counselor; a talk by Chancellor **Paula Allen-Meares**; an event with the Office of Sustainability; and an ice cream social.

FOR MORE information, go to

www.apac.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 auto company discounts. From the Ford Motor Co., UIC APs can purchase or lease through the College Partner Recognition program (Ford X Plan) at participating Ford, Lincoln, Mercury, Mazda, Volvo, and Land Rover dealers. Use U of I code (UNVIL) to log in at www.fordpartner.com/partnerweb/login.do. General Motors offers discounts on cars (www.gmsupplierdiscount.com) and mortgage, real estate, and moving services (www.greatmovesbygmac.com). 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>.



DISCOUNTS ON AUTO PURCHASES ARE AVAILABLE THROUGH THE UNIVERSITY.

Karen Ein: Traveler and Dedicated APAC Member

By IVONE DEJESUS, STAFF WRITER

KAREN EIN has traveled to many places in the world. Recently, she visited Australia where she snorkeled in the Great Barrier Reef. A few years before, she traveled to Brazil with an extended trip in the Amazon. Her adventurous spirit reflects in her day-to-day life.

EIN WORKS at the Richard J. Daley Library as Director of Business and Financial Operations. She has worked at UIC since January 1985. When she reflected about her work, Ein said, "I like the challenges and surprises that arise regularly. There is never a dull moment."

SHE INITIALLY became involved in APAC in 1998 because she was looking for an opportunity to meet more Academic Professionals after receiving an MBA and switching from a support staff position to an Academic Professional post.

"We need to do a better job communicating with APs, especially with the ongoing financial uncertainties in our national, state, and personal life."

SINCE THEN, she has proudly served on APAC in different capacities and has been Chair of the CAPE (Chancellor's Academic Professional Excellence award) Selection Committee for many years. When asked about APAC accomplishments that stand out, she mentioned the annual celebration of the CAPE Award and the fact that UIC has three AP senators serving on the Faculty Senate.

WHILE EIN has worked with APAC for over a decade, there still are achievements she hopes to seem including having APAC reach out to more APs. She says, "we need to do a better job communicating with APs, especially with the ongoing financial uncertainties in our national, state, and personal life."

EIN HAS undoubtedly dedicated much time to APAC. However, she still finds time to do the things she loves most; traveling, cooking, and dining out, but most importantly spending time with her family and thinking of the next, new, exciting and exotic place to visit.

SHE IS married and has two children. Her husband, Lawrence, is a Professor of Mathematics at UIC. Karen's son, Matthew, is a junior at the University of California Berkeley and her daughter, Lauren, is a freshman at the New York University.

HOW TO GET INVOLVED

All Academic Professionals are welcome to participate as volunteer APAC subcommittee members, as participants in monthly APAC meetings, or as elected APAC members. To contact APAC, go to

www.apac.uic.edu



KAREN EIN IS THE CHAIRPERSON OF THE CAPE AWARD COMMITTEE

ACADEMIC PROFESSIONAL RESOURCE SPOTLIGHT:

The Academic Computing and Communications Center (ACCC) has expanded its computer training program by licensing the entire library of the Lynda.com online computer training tutorials for all UIC students, faculty and staff.

Lynda.com tutorials include over 1,000 basic to advanced titles taught by industry experts and available 24 hours per day, seven days per week for convenient self-paced anytime/anywhere learning.

Each tutorial has a detailed table of contents with links to narrated video clips broken down into manageable segments to accommodate everyone's training needs and busy schedules.

For more information and UIC access links, visit: www.accc.uic.edu/training.html

Essential and advanced Lynda.com tutorial titles include:

- * Using Microsoft Windows, Word, Excel, Access, PowerPoint, Project, Outlook
- * Managing Spam, Computer Privacy and Security, Searching the Internet
- * Adobe Acrobat, Dreamweaver, Photoshop, InDesign, Creative Suites 3 and 4
- * Using Google Mail, Google Calendar, Google Docs, Picasa, OpenOffice
- * Apple Mac OS X, iLife, Keynote, iMovie, GarageBand, FinalCut Pro, iTunes
- * Web Redesign, Cascading Stylesheets, Podcasting, Effective Presentations
- * Multimedia Authoring, Adobe Premiere, Flash, AfterEffects, DVD Studio Pro
- * Adobe Illustrator, Painter, AutoCAD, 3D Modeling, 3D Studio Max, Poser, Maya
- * Scripting & Programming, JavaScript, Ajax, php, MySQL, FileMaker Pro, Bento

If you have any questions or comments, contact the ACCC Instructional Technology Lab directly at itl@uic.edu or (312) 996-9824.

NEXT MEETINGS SET

The October APAC meeting will be held in Room 4250 of the Molecular Biology Research Building on the West Campus on Thursday, Oct. 8, at 12:30 p.m. The November APAC meeting will be held in Room 2550 of University Hall on the East Campus on Thursday, Nov. 12, at 12:30 p.m. All Academic Professionals are invited to attend.

UIC UNITED TO HOST PENSION MEETING

UIC UNITED, a chapter of the State Universities Annuitants association (SUAA), will have its fall membership and lunch forum, entitled "Illinois: The Future of Its Pension Systems" featuring Illinois State Senator **Kwame Raoul** (D-13), chair of the Senate Committee on Pensions and Investments and Member of the Pension Modernization Task Force, on Thursday, Oct. 8, in the first floor auditorium of the Molecular Biology Research Building (MBRB), 900 S. Ashland Ave. All are welcome to attend. 10:30 a.m., coffee and rolls; 11 a.m., business meeting; noon, Senator Raoul to speak. Lunch \$10, to be served after presentation. Parking stickers will be available for \$5. For more information or to RSVP, contact **Carol Humble**, (630) 569-6089, jhumble368@aol.com, or **Rose Kirk**, (630) 852-7316, rfrankirk@comcast.net, or log on to <http://www.uic.edu/orgs/suaa/>.

T-CONTRACTS

Need more information about a Termination Contract ("T-Contract")? Contact **Thomas H. Riley**, director, Labor and Employee Relations, Office of Human Resources, (312) 355-5510, thriley@uic.edu, or log onto:

http://www.uic.edu/depts/hr/labor_employee/index.shtml

GAME OF THE MONTH

VOLLEYBALL TEAM SETS ITS SIGHT ON CHICAGO STATE

IN LAST week's Game of the Month, UIC's soccer team found its offensive footing in a 3-0 shutout of the Wisconsin Badgers.

THIS MONTH, see the Women's Volleyball team take on Chicago State at the Flames Athletic Center!



VERSUS



WOMEN'S VOLLEYBALL TEAM | VS. CHICAGO STATE

FLAMES ATHLETIC CENTER

5 PM

TUESDAY, OCT. 20

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NEWS

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Vol. 2 No. 10
NOVEMBER 2009

Pacademy Postings Information Told

THERE HAVE been an unprecedented number of postings to the Pacademy email list lately, largely focused on campus safety issues. And the volume of postings has not gone unnoticed by many subscribers.

UNTIL RECENTLY, Pacademy has been used only to post official University announcements, primarily from APAC. This is not because other postings were prohibited. It is because APAC has not had any requests to post responses from individual staff. An initial post to Pacademy on campus safety prompted a high number of replies.

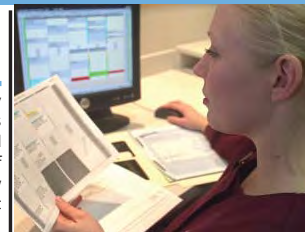
MARK ROSATI, Associate Vice Chancellor for Public Affairs, sent a response to the listserv to address UIC campus security and crime alerts. He clarified that crime on campus is

not worse than it has been in the past, and that most of the crime alerts are related to incidents that occur off-campus. APAC is responding to the postings by presenting a Campus Safety Event tentatively scheduled for Tuesday, Nov. 17.

SINCE THE postings began, APAC has struggled to balance competing priorities. Some members of APAC found the volume of posts to be too high, and recommended closing the forum to all but official postings. The goal was to reduce the number of daily e-mails. However, others viewed closing the forum as censorship and found the open forum to be an excellent opportunity for frank communication among AP. The open format also allowed APAC an opportunity to react to and address current AP concerns.

FOR THE time being, Pacademy is currently under construction. APAC is in the process of reviewing the purpose of the listserv and determining how to best meet the needs of all Academic Professionals. Once the review is completed, an announcement will be sent to Pacademy subscribers.

YOU CAN change Pacademy subscription settings (for example, you can choose to receive only one e-mail from Pacademy per day that summarizes all of the postings) by visiting: <http://listserv.uic.edu/htbin/wa>: Click on Subscriber's Corner; in the subscribed list, click on Pacademy; change your subscription type; click on Update Options.



THE CHICAGO CAMPUS WILL GO INTO COMPLIANCE IN DECEMBER.

Positive Time Reporting

THE STATE Officials and Employees Ethics Act (SOEEA) requires State employees to "periodically submit time sheets documenting the total amount of time spent each day on official State business to the nearest quarter hour," known as Positive Time Reporting (PTR). In practice, this means individuals will report the total number of hours each week spent on University business. To comply with these requirements, a University-wide policy regarding the reporting of time spent on University business was approved by the President's Policy Council, effective June 2008; and can be found at: <https://nessie.uhr.uillinois.edu/pdf/policy/SOEEAReportingPolicy.pdf>.

THIS POLICY applies to Academic Professional and exempt Civil Service (not eligible for overtime) employees only. This includes rehired retirees on either an Academic Professional or exempt Civil Service status.

THE PURPOSE of this policy is to assure that the University of Illinois is in appropriate institutional compliance with the SOEEA Act. Information to be submitted pursuant to this policy is to be used to document compliance with the SOEEA Act only, and will not be used for computation of employee's pay, vacation/sick leave, or any activities associated with grants and contracts reporting. The act does not require employees to record their specific work activities every quarter hour during the day. It simply requires that the total number of hours worked each day on University business, including evening and weekend hours, must be recorded to the nearest quarter hour. Finally, the act's requirement is separate from and in addition to other University reporting requirements and obligations.

UNIVERSITY ADMINISTRATION has implemented its PTR plan at the Urbana/Champaign and Springfield campuses. The targeted UIC campus implementation date is Sunday, December 13, 2009. UIC Human Resources (UICHR) will communicate implementation plans and schedules and will work with each college and major administrative units in the implementation of the PTR procedures. Following the initial implementation, ongoing compliance with this policy and the utilization of the standardized reporting tool will be monitored through regular audits by the individual departments, the Office of University Audits, and the Auditor General.

QUESTIONS CONCERNING the University PTR policy can be directed to **RUSS DICKOW**, UICHR, at rdickow@uic.edu.



CHARMAINE DANIELS.



SOPHIA MAGILL.

Tuition Waiver Subcommittee Formed

APAC HAS formed a Tuition Waiver Subcommittee, to look into tuition waivers and issues associated with them in order to help clarify the process for the benefit of all APs. **CHARMAINE DANIELS**, Associate Director of Customer Service, Office of Business and Financial Services, danielsc@uic.edu, and **SOPHIA MAGILL**, Coordinator, Campus Programs, smagil2@uic.edu, are the Co-Chairs.

UIC picks Presidential Search Rep

THANK YOU again to everyone who voted for UIC's AP representative on the University of Illinois Presidential Search Committee. The person selected by the Academic Professional community at UIC was Marelet Kirda, Assistant to the Vice Chancellor for Research.

KIRDA'S NAME was sent to the University Personnel Professional Advisory Committee

(UPPAC) chair, who forwarded names from each campus to the Board of Trustees. Kirda will be considered by the board, along with the representatives from the Springfield and Urbana campuses, to represent APs on the search committee.

FOR MORE information, log on to <http://www.uic.edu/htbin/cgiwrap/bin/uicnews/articledetail.cgi?id=13555>.



Join SUAAction

THE STATE Universities Annuitants Association's political involvement committee provides members and chapters a multitude of ways to get involved in the political process. These opportunities include everything from grassroots campaigning to attending fundraisers. SUAAction is funded by voluntary member contributions. You can join by contributing whatever you wish. Make check payable to SUAAction, UIC Chapter, and mail to State Universities Annuitants Association, 3085 Stevenson Dr., Suite 301, Springfield, IL 62703. For information, contact **IRV MILLER**, President, UIC Chapter, at ifmiller@sbcglobal.net.

APAC Defined in Statutes

APAC IS defined in Article II, Section 5 of the University of Illinois Statutes: <http://www.uillinois.edu/trustees/statutes.cfm#sec25>. Statutes related to academic employees (faculty and staff) are covered in Article IX: <http://www.uillinois.edu/trustees/statutes.cfm#art9>.

Grievance Procedures

ACADEMIC PROFESSIONALS interested in filing a grievance or learning more about the grievance process of the University vis-à-vis Academic Professionals should read the procedures document published by the Office for Access & Equity: <http://www.uic.edu/depts/oa/Docs/griev.pdf>.

BENEFIT BEAT - EMPLOYEE DISCOUNTS

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

For example, for travel information, go to www.obfs.uillinois.edu. Club Quarters offers hotel facilities in several cities. Go to www.clubquarters.com and use the password University of Illinois. State rate discounts are available for some Illinois hotels. Ask for state rates when making reservations. Big Ten discounts are available at www.uwsa.edu/fadmin/fppp/fppp36e.htm. For additional resources and benefits to Academic Professionals, visit the APAC Resource page at: <http://www.uic.edu/orgs/apac/resources.html>.

Marietta Giovannelli: Two Decades of Excellence at UIC

by IVONE DEJESUS, STAFF WRITER

MARIETTA GIOVANNELLI has worked at UIC for nearly two decades. She began her love affair with UIC as a Research Assistant and Graduate Assistant.

HER CURRENT position is Assistant to the Executive Director of the Council on Teacher Education. Giovannelli's work is multifaceted; among other responsibilities, she advises, reviews applications, makes recommendations for admission, and assists the Director and Program Coordinators with policy decisions, all in an effort to "help students achieve their goals of becoming teachers and administrators," she said.

GIOVANNELLI ALSO produces research for publication and for presentation at various conferences. She is a policy maker and student advocate at heart.

GIOVANNELLI ENJOYS advising students at both the undergraduate and the graduate levels. "I delight in knowing that I have helped students resolve problems or, in some cases, have opened a door

"I thought I might help all Academic Professionals improve their position or station..."

that was previously closed to them," she said.

HER INVOLVEMENT with the Academic Professional Advisory Committee (APAC) began approximately 11½ years ago. "I became a member because I thought I might help all Academic Professionals improve their position or station in the University System," she said.

MOREOVER, SHE became a member of the University Professional Personnel Advisory Committee (UPPAC) to learn in what ways the University of Illinois at Urbana-Champaign (UIUC) and the University of Illinois at Springfield (UIS) are helping APs at their respective Campuses.

GIOVANNELLI CURRENTLY serves as a member of the APAC Building Community and Education Subcommittee. For a number of years, Giovannelli has pushed for the committee to gain Senate representation. A few years ago, APAC was granted three seats on UIC's University Senate. "I believe this to be an important accomplishment because it makes APs visible to faculty and administrators," she said.

WHILE ONE goal has been accomplished, there still are many more to tackle. Giovannelli would like to see APAC work closely with the Civil Service Advisory Committee. "I think it is important that all staff members of an organization reach out to one another and work together in a concerted effort not only to make the organization a strong one, but to make their respective positions in that organization noteworthy," she said.

DURING HER spare time, Giovannelli enjoys traveling, gardening, and helping her husband with remodeling projects. She is married to John Giovannelli and has three children of adult age, Judith Ann, Anne Marie, and Gerald Patrick. The loves of her and her husband's lives are their three grandsons John Joseph, Vincenzo Gennaro, and Anthony Luca.

--Ivone de Jesus



MARIETTA GIOVANNELLI (CENTER), WITH COLLEAGUES AT AN APAC EVENT.

ACADEMIC PROFESSIONAL RESOURCE SPOTLIGHT:

The Office of the Vice Chancellor for Research (OVCR) offers a variety of workshops and educational opportunities related to the conduct of research at UIC.

For education & training on funding opportunities and proposal development workshops go to:

http://tiger.uic.edu/depts/ovcr/research/funding/workshops_training/index.shtml

For education & training on the responsible conduct of research go to:

<http://tiger.uic.edu/depts/ovcr/research/rcr/index.shtml>

For education & training about human subjects protections and the use of protected health information in research go to:

<http://tiger.uic.edu/depts/ovcr/research/protocolreview/irb/education/index.shtml>

For education & training about the use and care of animals in research go to:

<http://tiger.uic.edu/depts/ovcr/research/protocolreview/acc/education/index.shtml>

For education & training about the use of rDNA and infectious agents in research go to:

<http://tiger.uic.edu/depts/ovcr/research/protocolreview/ibc/education/index.shtml>

For education & training about the use of controlled substances in research go to:

<http://tiger.uic.edu/depts/ovcr/research/protocolreview/cs/training.shtml>

Serve on Campus Committees

FROM TIME to time, Academic Professionals are needed to serve on campus committees. If you are interested in representing Academic Professionals on campus committees, such as search committees or University Senate committees, watch our Pacademy email list for announcements. Openings on these committees may occur at any time.

SENATE COMMITTEES on which Academic Professionals may serve are the Student Recruitment, Admissions, and Retention Committee; Student Affairs Committee; Academic Services

Committee; External Relations and Public Service Committee; and Support Services Committee. Membership on these five Senate Standing Committees is not restricted to elected Academic Professional Senators and elections are held in the Spring. Similarly, if you are interested in running for APAC or as an APAC Senator, elections will be held in the spring.

ANNOUNCEMENTS WILL be both on Pacademy and on our website. For more information, e-mail haburt@uic.edu.

APAC Events

UIC Campus Safety T.I.P.S.: Taking Interest in your Personal Safety

IN RESPONSE to the concerns about safety expressed on Pacademy, the Academic Professional Advisory Committee (APAC) is hosting a presentation on Campus safety. A short video will be shown by the UIC Police, followed by presentation and Q & A session.

THE EVENT will be held Tuesday, Nov. 17, from noon to 1 p.m. in the MBRB Auditorium, 900 S. Ashland Ave. (building entrance on Marshfield). Presentations by Craig Moran, UIC Police Community Relations, and Heather Imrie, Associate Director, Campus Advocacy Network.

ALL ARE invited. For more information, go to the APAC website at www.apac.uic.edu

SUCSS Audit Compliance Plan Update Part II

A RECENT State audit of UIC by the State Universities Civil Service System (SUCSS) found that some Academic Professional (AP) positions had been improperly classified as AP instead of Civil Service. UIC Human Resources will discuss the plan to bring the University into compliance, address the audit findings, and allow time to address audience questions.

FOLLOWING ARE the details for the event: Wednesday, Nov. 18, noon to 1 p.m., Conference Rooms B and C, SSB, 1200 W. Harrison St., presented by John Loya, Vice Chancellor for Human Resources and Annie Lemond, Director, Compensation, UIC HR.

SEATING IS limited. Please register at www.apac.uic.edu if you plan to attend.

QUESTIONS SHOULD be submitted at the time of registration.

Next Meeting Set

THE NOVEMBER APAC meeting will be held in Room 2550 of University Hall on the East Campus on Thursday, Nov. 12, at 12:30 p.m. All Academic Professionals are invited to attend.

How to Get Involved

ALL ACADEMIC Professionals are welcome to participate as volunteer APAC subcommittee members, as participants in monthly APAC meetings, or as elected APAC members. To contact APAC, go to www.apac.uic.edu

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University of Illinois at Chicago
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NEWS

Newsletter

Vol. 3 No. 1

JANUARY 2010

Keeping Academic Professionals at UIC informed and involved.

STORMY WEATHER AHEAD FOR APs, UNIVERSITY?

FURLOUGH SITE ESTABLISHED

Calling the State of Illinois' financial position "grim and worsening," President Stanley Ikenberry recently announced the implementation of a furlough program and other cash-conservation measures for the remaining months of the 2010 fiscal year. Refer to <http://www.uillinois.edu/our/news/budget/2010Furlough.cfm> for more information.

The Interim University Policy on Furloughs dated July 15, 2009, states: "When in the judgment of the President there is a shortfall in the University's budget, or other financial emergency requiring a short-term reduction of University personnel costs, the President may invoke this policy to require employees to take unpaid furlough days.

The University will reserve the right to require employees to take unpaid furlough days, based on the terms of this policy, as a condition of all employees' appointments with the University.

This furlough policy is applicable to all University employees except those covered by layoff provisions of the Civil Service System. Furloughs or layoffs deemed necessary for Civil Service or for non-Civil Service union-represented employees would be implemented independent of this policy following labor and statutory obligations."

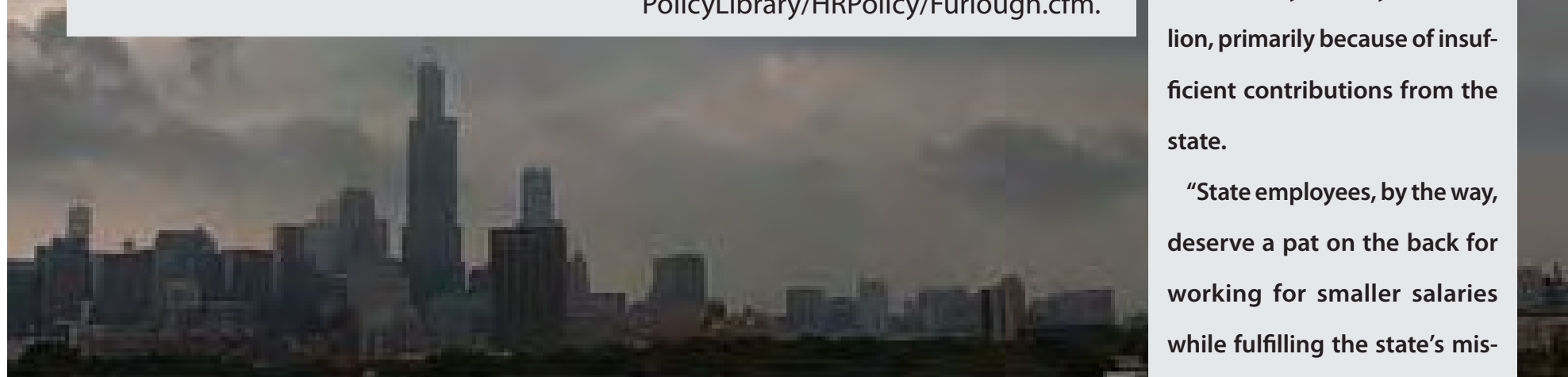
The full policy and additional information on furloughs are available via the following link: <https://hr.uillinois.edu/PolicyCompliance/PolicyLibrary/HRPolicy/Furlough.cfm>.

Gazette Supports UIC Workers

The *Gazette*, a community newspaper serving the UIC area, in its Dec. 4 editorial called for "the State to quit trying to balance the budget on the backs of State workers, such as those at the University of Illinois at Chicago, by underfunding the state pension pool, and then trying to argue that those pensions are too big anyway. Between 1996 and 2008 the state's underfunded pension liability rose by \$35.7 billion, primarily because of insufficient contributions from the state.

"State employees, by the way, deserve a pat on the back for working for smaller salaries while fulfilling the state's mission than they could earn at private institutions doing similar jobs," the *Gazette* editorial went on to say.

For more information, see www.gazettechicago.com.



Consolidation a Cause for Concern

A University plan to consolidate all of the staff of the five social sciences—Sociology, Anthropology, Criminal Justice, Political Science, and Communications, into "one big administrative hub" means that current staff members face termination with the option to reapply. But, there are fewer positions available in the proposed hub than there are current staff members.

Although Dwight McBride, Dean of the College of Liberal Arts and Sciences, and his advisors view this staff consolidation as an improvement that will make the programs "more centralized and more efficient," one academic staffer predicts that the new plan will not be efficient.

"The reality is that it will be less efficient because each department is vastly different in services they have to provide to students," the staff member said. "Personalized services will not be necessarily as available. I will project that the students will not be served as well."

--Erin Vogel, *Chicago Flame*. See <http://media.www.chicagoflame.com/media/storage/paper519/news/2009/11/30/News/Proposed.Tuition.Increases.Staff.Firings.Causes.For.Concern-3841197.shtml>.

CAPE Winners Honored

Four Academic Professionals were honored by Chancellor Paula Allen-Meares with Chancellor's Academic Professional Excellence (CAPE) Awards on Nov. 10.

This year's exceptional APs were Nora Bonnin, Office of International Affairs; Ivone De Jesus, Latino Cultural Center and APAC News writer; James Hammerschmidt, Office of International Services; and Chris Mollet, Office of Health-care Management.

The CAPE award acknowledges the demonstrated excellence of Academic Professional employees (APs). It honors the contributions of individual staff members and encourages the professional growth and achievement of APs at UIC.

Each winner of the CAPE Award receives a \$1,000 permanent salary increase, a certificate, and a pin. The names of the winners are added to the CAPE plaque on the first floor of University Hall. In addition, a \$2,000 one-time cash award is given to each recipient.

Karen Ein is chair of APAC's CAPE Committee, which accepts nominations and chooses the awardees with the approval of the Chancellor.



NORA BONNIN.
Photos by Kathryn Marchetti



IVONNE DEJESUS.



JAMES HAMMERSCHMIDT.



CHRIS MOLLET.

UPCOMING APAC EVENTS



FEBRUARY						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						

Date	Event	Description	Location	Time
2-11	APAC MEETING	Monthly APAC business meeting	4250 MBRB	12:30 - 2PM
3-11	APAC MEETING	Monthly APAC business meeting	2750 UH	12:30-2PM
4-8	APAC MEETING	Monthly APAC business meeting	4250 MBRB	12:30=2PM

Academic Professional Resource Spotlight

A new pilot web site, MyCareer, developed by UIC Human Resources offers professional development options for Academic Professionals at UIC. What can you do on the website?

- View the 'UIC Training' page to explore professional development opportunities across UIC colleges and administrative units.

- Get information about policies and procedures to manage and review job performance.

- Use online tools to confirm SMART goals and complete the annual performance review process.

- Become more familiar with UIC Mentoring, Lifelong Learning and Educational Access Program (LLEAP), as well as other professional development opportunities.

The above and much more are one click away, on one website at <http://mycareer.uic.edu>.

During the MyCareer pilot, through March 2010, Academic Professionals also may access hundreds of online courses, videos, skill briefs, job aids and books

24/7 through SkillPort. Professional development opportunities offered via SkillPort

address workplace topics ranging from communication fundamentals to operations budgeting and finance.

To access SkillPort, a username and password must be used. If you do not know your username or password to access SkillPort, e-mail mycareeruic@uillinois.edu to request login information.

You are encouraged to take advantage of professional development opportunities during the MyCareer pilot. If you have comments related to the type of training you'd like to see offered, or would like to comment on the need to offer specific professional development opportunities after March 2010, please send your feedback via e-mail to mycareeruic@uillinois.edu.

Visit the MyCareer website at <http://mycareer.uic.edu>. Should you have questions about the website, email mycareeruic@uillinois.edu.



PROFESSIONAL DEVELOPMENT IS AS CLOSE AS YOUR COMPUTER THROUGH MYCAREER

Photo courtesy AADE

Arbitrator Rejects Grievance Over Retiree Dental Contributions

The American Federation of State, County, and Municipal Employees (AFSCME) has received the arbitrator's decision concerning the State's imposition of an \$11 per month retiree contribution for dental insurance. Gibbons found in favor of the State.

"The arbitrator ignored the long history of the parties bargaining over retiree health insurance, and of arbitrators enforcing the agreed upon contractual provisions," said a spokesperson for AFSCME Council 31. "Instead the arbitrator focused on the question of whether the collective bargaining agreement's grievance procedure allowed the union to process grievances on behalf of retirees."

The union presented evidence that the parties had bargained over retiree health and dental insurance since 1985, and had included

language concerning retirees in successive collective bargaining agreements. "Prior arbitration decisions have supported the union's right to enforce provisions related to retirees through the grievance procedure and, ultimately, through arbitration," AFSCME said.

The arbitrator ruled that because retirees are not employees and therefore not members of a bargaining unit, "the grievance arbitration process is foreclosed to them and instead retirees and their survivors must consider other appropriate venues if they wish to challenge the Employer's actions in regard to their negotiated benefits contained in the Collective Bargaining Agreement."

AFSCME's attorneys believe that the arbitration decision is flawed. They are continuing to review both the decision itself and other legal precedents, and to assess what other legal options may be available.

See <http://www.afscme31.org/articleDetail.asp?objectID=1474>.

Moss Named to Conflict of Interest Committee

Michael Moss, APAC member and Assistant Director for Costing and Analysis, Office of Business and Financial Services Grants and Contracts, has been named to the committee examining revisions to the University Conflict of Interest policy. For information, e-mail moss2@uillinois.edu.

Call for Mentors/Proteges

If you are looking for a mentor to assist you in your career at UIC, consider becoming a protégé in the Academic Professional Mentoring Program (APMP). Or, if you are looking for mentoring, you can sign up to be a protégé.

The program allows Academic Professionals the opportunity for professional development, leadership, and skills development in their careers.

The APMP Committee anticipates that many APs will apply to be a

protégé in the pilot program, and for that reason they are not able to guarantee that each person who applies will be matched to a mentor. However, they will keep all applications on file. When the program begins again in fall 2010, they will attempt to match anyone who applied to be a protégé again at that time.

If you are interested in becoming a protégé or mentor, send an email to apmp_committee@uic.edu.

Safety Event

In response to the concerns about safety expressed by University personnel, APAC hosted a presentation on campus safety on Nov. 17. Craig Moran, of UIC Police Community Relations, and Heather Imrie, of the Campus Advocacy Network, spoke.

BENEFIT BEAT UIC CHILDREN'S CENTER

One benefit of working at UIC for busy parents is the UIC Children's Center.

The UIC Children's Center provides full-day early childhood education services to up to 96 preschool children of UIC employees and students. The children range in age from two years, nine months, to age six.

As well as providing full-day preschool services, the Children's Center serves as a demonstration site for the constructivist early childhood curriculum developed by former UIC professors Constance Kamli and Rheta DeVries and based upon the theories of Swiss psychologist Jean Piaget.

Both UIC Children's Center sites are accredited by the National Association for the Education of Young Children and licensed by the Illinois Department of Children and Family Services.

Children's Center I is located at 728 W. Roosevelt Rd., Room 287, MC 060. Children's Center II is located at 1919 W. Taylor St., Room 116, MC 525. For more information, call (312) 413-5330 or log on to www.uic.edu/depts/children.

Take a LLEAP

As an Academic Professional, are you looking to enhance your professional skills? Have you accessed SkillSoft online modules to develop competencies? Do you need time to complete online courses, view videos, or download books in SkillSoft?

The Lifelong Learning and Education Access Program (LLEAP) is designed to provide APs and Open-Range Civil Service employees release time/flex time for development opportunities focused on enhancing a career at UIC.

An eligible employee can benefit from LLEAP in several ways. Release time provides an AP up to 16 hours per year for professional development activities, including time to access SkillSoft online modules.

To learn more about LLEAP, visit <http://mycareer.uic.edu>.



THE ACADEMIC PROFESSIONAL MENTORING PROGRAM PAIRS MENTORS WITH THOSE SEEKING CAREER ASSISTANCE. PHOTO COURTESY AADE.



MARELET KIRDA (RIGHT) WAS PRESENTED A WOW AWARD FOR GOING ABOVE AND BEYOND THE CALL OF DUTY AT HER JOB. SHE RECENTLY WAS NAMED TO THE PRESIDENTIAL SEARCH COMMITTEE TO REPRESENT APs ON ALL THREE CAMPUSES.

UIC Choice Gets Coveted Spot on Presidential Search Committee

Academic Professionals from the Chicago, Urbana, and Springfield campuses each chose an Academic Professional they hoped University of Illinois Board of Trustees would choose to represent all three campuses' APs on the Search Committee for the new President of the University. The board chose the AP from UIC, Marelet Kirda, Assistant to the Vice Chancellor for Research to represent all University of Illinois APs statewide. To contact her, e-mail brugada@uic.edu. To see the entire composition of the committee, go to: <http://www.uillinois.edu/trustees/agenda/November%202012,%202009/002%20nov%20Search%20Committee.pdf>.

For information on the Presidential Search, visit <http://www.uillinois.edu/PresidentSearch/>. Here you may download the White Paper based on input from APs and others from across the University of Illinois campuses. Also included is the position announcement and an opportunity to offer nominations under the Questions and Comments section.

Some AP Positions to be Reclassified as Civil Service

Citing "inadequate Position Management" and "Improper Exemption"

A recent State audit of UIC by the State Universities Civil Service System (SUCSS) found that some Academic Professional positions had been improperly classified as AP instead of Civil Service.

The SUCSS audit identified three material findings as follows: Inadequate position management processes for Academic Professionals (APs); improper exemption as APs (Principal Administrative Appointments, or PAAs) for some jobs that should be classified as Civil Service; improper exemption as APs (PAAs) for Academic Hourly jobs that should be classified as Civil Service.

The University intends to comply with the recommendations put forth in the Draft Supplemental Audit Report (DAR) by SUCSS by developing processes to ensure tighter position management protocols for AP's and by transitioning jobs that are incorrectly classified as Academic Professional to Civil Service upon expiration of appointment periods. All AP jobs will be evaluated and documented with appropriate job descriptions within the next several months.

SUCSS was created and established in 1952 when the State Universities Civil Service Act became law. As defined by the Act, the "purpose of the University System is to establish a sound program of personnel administration for the Illinois Higher education community."

Enforcement authority for the provisions contained in the statute are delegated to the Merit Board and Director of the SUCSS System Office. Audits of the personnel programs and procedures for each applicable University and State Agency are conducted every two years to ensure compliance with the provisions of

the law.

A PowerPoint presentation on the topic, as well as additional information on the State University Civil Service Audit Compliance, is available at <http://www.uic.edu/depts/hr/compensation/sucss.shtml>. For more information, contact Human Resources (312) 355-5230.

UIC Human Resources discussed the plan to bring the University into compliance at an APAC event on Nov. 18. Anniese Lemond, Director of Compensation, and John Loya, Vice Chancellor for Human Resources, spoke.



JOHN LOYA, VICE CHANCELLOR OF HUMAN RESOURCES, SPEAKS TO EMPLOYEES ABOUT CONVERSION PROCESS. APAC PHOTO

Definition of 'Academic Professional'

Academic Professionals (APs) are those members of the academic staff whose positions have been designated by the president and chancellor as meeting specialized administrative professional or technical needs in accordance with University of Illinois Statutes.

Academic Professionals receive academic contracts issued by the Board of Trustees for term appointments. They are accorded the rights and privileges pertaining to other academic staff members, except those with faculty rank, such as those eligible for tenure.

See <http://www.uillinois.edu/trustees/statutes.cfm>.

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AP - CIVIL SERVICE CONVERSION CONTINUES

DURING THE recent audit of UIC by the State Universities Civil Service System (SUCSS), 150 Academic Professional (AP) positions were reviewed and only 37% of them were deemed “appropriately categorized” as AP rather than Civil Service. Of the remainder, UIC is disputing the findings with SUCSS, except for 24 positions which were targeted for immediate conversion from AP to Civil Service, affecting about 100 APs.

ON STATE university campuses in Illinois, essentially all jobs are considered Civil Service until the university proves they are not. The proof process involves first, verifying the position’s job description is not in the current SUCSS database of nearly 2,000 classes (of which UIC uses up to 700), and second, creating an exemption. At UIC, we know the exemption form as the Principal Administrative Position Exemption (PAPE). According to SUCSS, criteria for an exemption are: positions focusing on administrative functions, duties, and responsibilities, and on those who are “in a position requiring a knowledge of an advanced type in a [field] of science or learning.”

OVER THE past several years, the number of AP positions steadily increased, job descriptions submitted via the PAPE were broad and may no longer reflect the flexible and changing work APs do, and the acceptance of a PAPE by UIC did not require approval by SUCSS. However, the process was and is subject to SUCSS audit. These led to the above situation requiring conversion of positions.

POSITIONS AFFECTED by conversion are subject to rules put in place in June of 2009 by SUCSS and posted on their website. These include: that converted APs will not have to take a test, time completed in the current position will count towards the completion of a probationary period, and seniority being based on factors related to the current position.

AN ADDITIONAL result of the audit is that UIC HR will review every AP position on campus, beginning with those positions currently in dispute with SUCSS. For more information on this process, visit the UIC HR eNews link below and look for future articles in *APAC News*.

FOR MORE information on UIC and SUCSS, contact Human Resources (312) 355-5230 or visit SUCSS Audit Compliance 2009-2010 at: <http://www.uic.edu/depts/hr/compensation/sucss.shtml>

SHOULD THIS PERSON BE ACADEMIC PROFESSIONAL OR CIVIL SERVICE? THE UNIVERSITY IS BEGINNING A JOB ANALYSIS PROCESS. (Photo Courtesy AADE).

RELATED LINKS:

SUCSS WEBSITE:

[HTTP://WWW.SUCSS.STATE.IL.US/](http://www.sucss.state.il.us/); BROWSE job descriptions by clicking on “Class Specifications,” then use “Show All.”

SUCSS PROCEDURE Manual:

• **EXEMPTION** Procedures 1.1: General Overview: http://www.sucss.state.il.us/pm_manuals_results.asp?ID=191

• **EXEMPTION** Procedures 8.2: Changing an Exempt Position to a Civil Service (including seniority rules):

[HTTP://WWW.SUCSS.STATE.IL.US/PM_MANUALS_RESULTS.ASP?ID=223](http://www.sucss.state.il.us/pm_manuals_results.asp?id=223)

UIC HR eNews: Job Analysis and Job Description Plan for Academic Professional Jobs

[HTTP://WWW.UIC.EDU/DEPTS/HR/ENEWS/2010/HR_ENEWS_JANUARY_2010.pdf](http://www.uic.edu/depts/hr/eneews/2010/hr_eneews_january_2010.pdf)

EDITOR’S NOTE: This article was Part II in a series. Part I was “Some AP Positions to be Reclassified as Civil Service,” Jan. 2010 APAC News.



APAC ELECTIONS SET

THE ACADEMIC Professional Advisory Committee (APAC) now is conducting its annual membership selection process. There are six committee member seats available and one AP Senator seat available for this election. All positions are elected to serve for the 2010-2013 term.

DETAILED INFORMATION regarding APAC, the duties of the committee positions, and the duties of the Senate position can be found at <http://www.uic.edu/orgs/apac/join.html>.

INTERESTED INDIVIDUALS are encouraged to submit a completed nomination packet (found at the web site above) before the deadline date of Friday, March 12.

IF YOU have any questions, please contact any of the current APAC members, a list of whom can be found on the APAC website.

APs SOUGHT FOR SENATE COMMITTEES

THE UNIVERSITY Senate Nominating Committee is seeking Academic Professionals willing to serve on select University Senate standing committees for the next academic year. An election will be held by the Senate at its organizing meeting, Thursday, April 22. Except when specified in the Bylaws, elected committee members need not be members of the Senate.

SENATE COMMITTEES

on which Academic Professionals sit are Student Recruitment, Admissions, and Retention; Student Affairs; Academic Services; External Relations and Public Service; and Support Services.

TERMS ARE for one year.

A PETITION and brief descriptions of the committees' charges are available at:

HTTP://WWW.UIC.EDU/DEPTS/SENATE/GENERALPETITION10_11.PDF.

PETITIONS NEED to be submitted by Monday, April 5. If you wish to nominate another academic professional to a committee, please insure that they are willing to serve.

FOR MORE information contact the Senate Office, 513 UIC Student Center East MC 303), (312) 996-2926, <http://www.uic.edu/depts/senate/>.



MARCH						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						

Date	Event	Description	Location	Time
2-25-27	GAME OF THE MONTH	Horizon League Swimming Championships	PEB	10AM-6PM
3-4	SPEED NETWORKING	Speed networking sponsored by CCSW and APAC.	1152 MBRB	1PM - 2PM
3-8	JOINT FURLOUGH	See: http://uicjointfurlough.wordpress.com/		
3-11	APAC MEETING	Monthly APAC business meeting	2750 UH	12:30-2PM

AP SPEED NETWORKING EVENT SET

THE CHANCELLOR'S Committee on the Status of Women (CCSW) AP subcommittee will host a "speed networking" event aimed at bringing together APs interested in meeting their colleagues on campus, having a few minutes of one-on-one discussion to learn

about what other APs are doing at UIC, and making new connections.

THE EVENT will be held Thursday, March 4, from 1 to 2 p.m. in Room 1152 of the Molecular Biology Research Building (MBRB). If you are interested in participating in this event,

RSVP to Jacquelyn Jancius, jancius@uic.edu. Participants must RSVP to participate.

This event is co-sponsored by the Academic Professional Advisory Committee (APAC).

DEMAND FULL FUNDING OF HIGHER ED

UIC-ABC (UNITED in Campaign Against Budget Cuts) is organizing a Thursday, March 4, protest to demand full funding of higher education in the state. Call or e-mail (773) 991-6771 or haywood@igc.org; or (785) 550-2340 or jesdcook@yahoo.com. In addition, many UIC personnel are planning a joint furlough day Monday, March 8, and intend to take the opportunity to pressure state officials for funding of higher ed. See <http://uicjointfurlough.wordpress.com/>. At that website, you can see how many people have signed up to support the idea of a joint furlough day, as well as sample letters and links to contact key political representatives. Organizers want to see as many people as possible sign the letter and write to their state legislators. Even those who are unable to, or do not plan to observe March 8 as a furlough day, are encouraged to sign as a show of support.

PROFILE: JUDITH SCHEIN COHEN

'PAINTING' A BRIGHTER FUTURE FOR STUDENTS

JUDITH SCHEIN Cohen is the Assistant Director of the Academic Center for Excellence (ACE). ACE is a learning assistance/student support unit located in the Student Services Building.

ALONG WITH the Associate Director, she serves as the administrative head of the unit, something she has done since 2002. Additionally, she teaches courses in academic skills, including critical reading, vocabulary, and study strategies. These courses are for incoming and transfer students and anyone else who would like to improve their skills. The department also runs workshops, works with students individually on their skills, and runs study groups and academic related activities for other departments and programs.

AMONG HER many responsibilities, Cohen supervises a staff of instructors and organizes the courses at ACE. While she enjoys many aspects of her job, she most enjoys the interaction with students and further stated, "I enjoy the variety of people that I meet and work with."

OVER THE past seven or eight years, Judith has been involved with APAC serving as Chair for one year and Vice Chair for two years. During her tenure at UIC, she also has worked with the Chancellor's Committee on the Status of Women, helping start the CCSW's Academic Professional subcommittee.

DURING HER involvement with APAC, she has worked towards reaching out to other departments on campus and continuing to work on new types of programs and activities.

COHEN REFLECTED on one of the aspects of APAC she is most passionate about. "We are expanding our position as an advocacy group for Academic Professionals on campus," she noted. Cohen would like to see APAC continue reaching out to other groups on campus and developing new programs for Academic Professionals.



JUDY COHEN.

IN HER spare time, Cohen enjoys reading and visiting with friends and family. During the past few years, she has been taking painting classes and hopes to continue developing those skills.

COHEN LIVES in Chicago with her husband, Howard. They have two married children and two grandchildren.

--Ivone De Jesus

LINDA TARR-WHELAN

Foreword by MARIE WILSON



WOMEN LEAD THE WAY

Your Guide to
Stepping Up to
Leadership and
Changing the
World

Oregon Shows Illinois The Way



OREGON IS one of many states facing a budget crisis. With a projected shortfall of \$2.5 billion through 2011, the state is on the verge of having to freeze salaries for public employees and make deep cuts to education spending.

OREGON ACTIVISTS led by teachers and public employees' unions organized around two ballot initiatives that would raise taxes on the upper-income tax bracket and corporations in order to close the budget gap. In January, Oregon voters passed both measures.

IT'S NOT that it was targeted at the rich," said Charles Sheketoff, Executive Director of the Oregon Center for Public Policy, one of the groups that pushed for the tax increases. "It was targeted at the right people--those with the ability to pay. It made the system more progressive."

THE RESULT will secure \$1 billion in funding for services while not raising taxes on 97.5% of taxpayers and 93% of small business owners.

"THIS WASN'T about trying to soak the rich," said Kevin Looper, director of the

WORD CLUB

FORMED

THE WORD (Women's Reading and Discussion) Club has been formed at UIC, founded by members of the Chancellor's Committee of the Status of Women Academic Professionals (CCSW-AP) subcommittee for the purpose of reading and discussing books related to employment and professional/personal growth and development, particularly as they relate to women. The club hosts a virtual discussion space at Yahoo Groups at <http://groups.yahoo.com/group/WoRDclub4UIC/> and plans to host two-to-four in-person meetings each year to discuss selected readings. The WoRD Club welcomes everyone from UIC community.

THE FIRST book for discussion is *Women Lead the Way: Your Guide to Stepping into Leadership and Changing the World* by Linda Tarr-Whelan (www.lindatarrwhelan.com/).

THE FIRST in-person WoRD Club meeting to discuss Tarr-Whelan's book is scheduled for Thursday, April 1, from noon to 1 p.m. The meeting location will be announced in coming weeks.

TO JOIN the WoRD Club, visit the website <http://groups.yahoo.com/group/WoRDclub4UIC/> and click on "Join This Group!" or contact Yesim Anter at yanter1@uic.edu or Kris Zimmerman at kzimme3@uic.edu.

MENTORING FOR ACADEMIC PROFESSIONALS

IN SPRING 2006, the Academic Professionals subcommittee of the Chancellor's Committee on the Status of Women (CCSW-AP) 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, finding it a home, and finally bringing it to staff.

MUCH INSPIRATION and help that Academic Professionals receive come from other Academic Professionals who are willing to share, and those who come together in groups such as APAC and CCSW-AP.

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

IT'S A creative and innovative concept: using resources that already exist via the Academic Professionals at UIC.

FOR INFORMATION, contact apmp_committee@uic.edu.

Vote Yes campaign in support the ballot measures. "This was about trying to protect the middle class. And it is the case that you have to ask those who can afford to, to pay a little more in order to do that."

TWENTY-NINE STATES have passed tax and fee increases totaling \$24 billion this budget year, according to the National Governors Association, up from \$1.5 billion a year earlier.

--**FROM THE** *Progress Report*, Jan. 28, 2010.

QUICK TAKE

BENEFIT BEAT

THE CAMPUS Advocacy Network (CAN) provides a team approach to advocacy in order to assist UIC staff who are victims of sexual assault, domestic violence, stalking, and hate crimes. Advocacy means that CAN assists staff in navigating this process. CAN outlines options and supports the staff member by making phone calls, assisting with safety planning coordinating different services, and/or accompanying the staff member to appointments or court appearances.

CAN IS located in Room 802, University Hall, 601 S. Morgan St., (312) 413-1025, www.uic.edu/depts/owa/advocacy.html.



A MIDSUMMER'S NIGHT DREAM

THE UNIVERSITY of Illinois at Chicago Theatre presents a contemporary version of Shakespeare's *A Midsummer Night's Dream*, directed by Karen Kessler, assistant professor of theatre at Ball State University and ensemble member of Chicago's A Red Orchid Theatre. Performances will be held Thursday, Feb. 25, Friday Feb 26, and Saturday, Feb. 27, at 7:30 p.m., and on Sunday, Feb. 28, at 2:15pm. Call (312) 996-2939 or email theatre@uic.edu for more information.



RETIREMENT INFO—LEE BRIDGES OF THE STATE UNIVERSITIES RETIREMENT SYSTEM SPOKE TO EMPLOYEES AT THE REQUEST OF APAC ON JAN. 20. RIGHT - BRIDGES IS GREETED BY JACQUELINE BURGER, APAC MEMBER AND AP SENATOR. LEFT, EMPLOYEES AWAIT AN OPPORTUNITY TO ASK BRIDGES QUESTIONS.

NUMBER CRUNCH

\$735 million

The combined Illinois Powerball and MegaMillions Jackpot?

✓ The amount of money owed by the State of Illinois to public universities on February 16, 2010.

APAC News
University of Illinois at Chicago
Vol. 3, No. 2, February 2010
ISSN 1946-1860

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Vice Chair: Kimberly Dawn Clark, kdclark@uic.edu
Secretary: Jill Davis, jdavis14@uic.edu
Webmaster: Rob Moranetz, rmoran1@uic.edu
Editor: William S. Bike, billbike@uic.edu
Writing Staff: Ivone De Jesus, Ivone@uic.edu

BUDGET AND FURLOUGH INFORMATION

MAJOR ANNOUNCEMENTS regarding the UIC budget, furloughs, and other financial matters, including frequently asked questions, can be found at www.uic.edu/index.html/budget.shtml and is accessible to all.

DISCRIMINATION AND HARASSMENT

UNIVERSITY AND UIC campus policies prohibit discrimination and harassment. Complaints may be taken directly to the UIC Office for Access and Equity (OAE). Retaliation for making a complaint is prohibited by policy and law. For additional information or assistance with the equal opportunity, affirmative action, and harassment policies and procedures, contact the Office for Access and Equity, 809 S. Marshfield Ave., MC 102, (312) 996-8670.

TRAVEL THE CAMPUS SAFELY

THE UNIVERSITY has established safe evening escort and transportation services for University employees, students, visitors, and other authorized individuals between University facilities within designated areas.

ONE SERVICE available is the Police/Student Patrol Escort Service. Any time after dark, the service will accompany Academic Professionals, students, faculty, and staff to their campus destination on foot. To arrange for a patrol escort call (312) 996-2830.

ANOTHER SERVICE available is the Red Car Service, which operates between Clinton Street on the east; Western Avenue on the west; Jackson Boulevard on the north; and 16th Street on the south. This service is available only to individuals possessing a valid UIC i-card. The i-card is required to ensure the safety of the driver and other passengers. The Red Car service operates between 11 p.m. and 7 a.m., seven days a week. To arrange for transportation within the designated areas, call (312) 996-6800. Your average wait time will be 15 min Mon-Fri. and 30 min during weekends.

FOR MORE information regarding campus safety, log on to www.uic.edu/depts/police/Maxwellstation.htm.



Flyers

MENTOR

n. men·tor [men-tawr]

a wise and trusted counselor or teacher;
an influential senior sponsor or supporter.

PROTEGE

n. pro·té·gé [proh-tuh-zhey]

a person under the patronage, protection, or
care of someone interested in his or her
career or welfare.

MORE INFORMATION:

http://www.uic.edu/depts/oe/APMP/APMP_aboutUs.html

APPLICATIONS

http://www.uic.edu/depts/oe/APMP/APMP_forms.html

Applications are due to the APMP committee by:

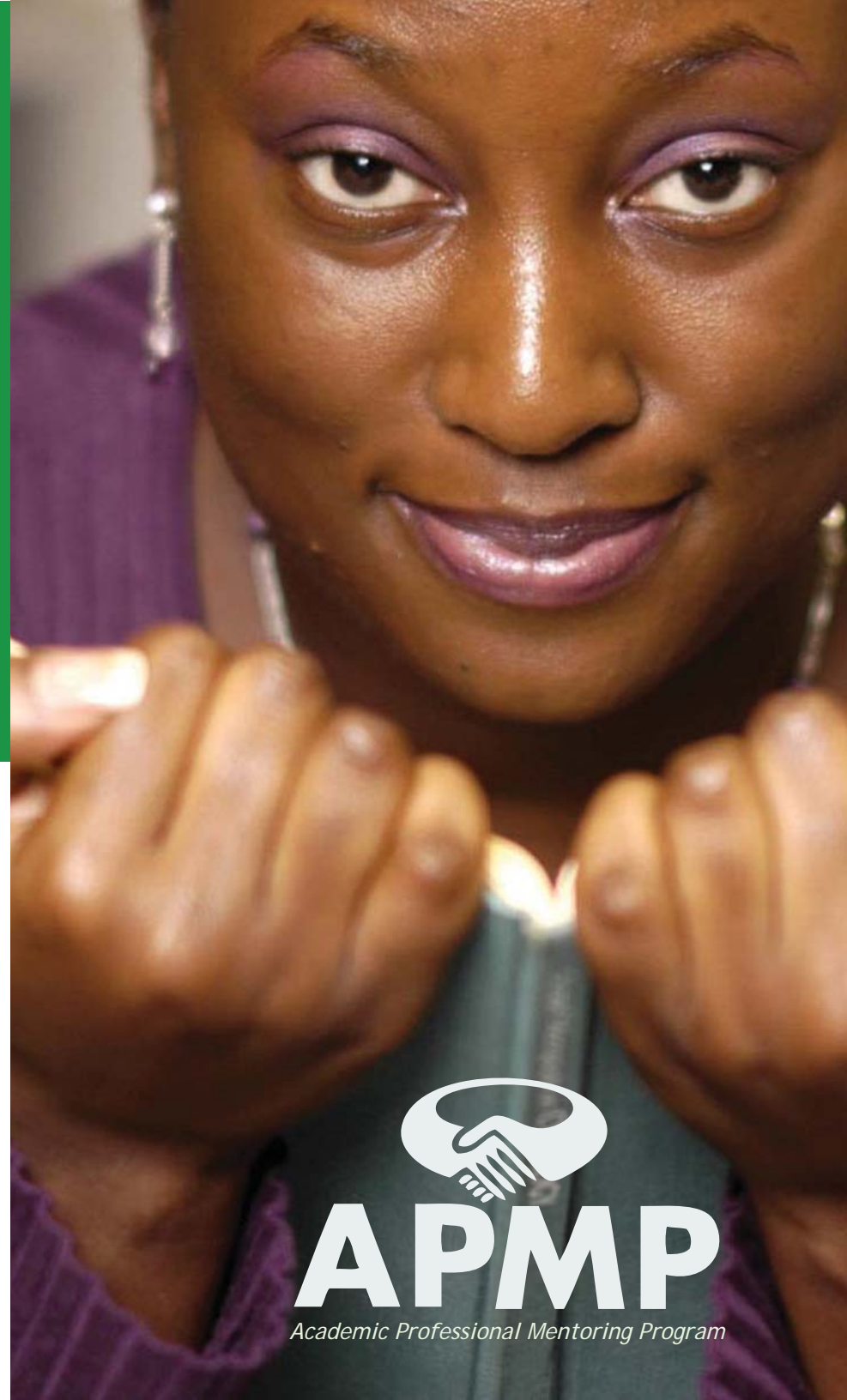
July 15, 2010

Matched pairs will be notified by

September 1, 2010

Kick-off event:

mid September



APMP

Academic Professional Mentoring Program

THE ACADEMIC PROFESSIONAL ADVISORY COMMITTEE PRESENTS:

SUCCESS

audit compliance
update

A recent State audit of UIC found that some Academic Professional (AP) positions had been improperly classified as AP instead of civil service.

The audit identified three material findings:

Inadequate position management processes for AP's

Improper exemption as AP's for jobs that should be classified as Civil Service

Improper exemption as AP's for Academic Hourly jobs that should be classified as civil service

UIC HR will discuss the plan to come into compliance and address the audit findings.

Speaker: Anniese Lemond, *Director of Compensation*



MBRB Auditorium

900 S. Ashland Avenue

SEPTEMBER 24 | Noon - 1:00 p.m.

seating is limited, please rsvp by 9/23 at:

www.apac.uic.edu

EVENT SERIES '09

"Putting your best foot forward"

Campus Safety T.I.P.S.

Taking Interest in your Personal Safety

PRESENTERS:

CRAIG MORAN, *UIC Police Community Relations*
HEATHER IMRIE, *Campus Advocacy Network*

In response to the concerns about safety expressed on Pacademy, the Academic Professional Advisory Committee (APAC) is hosting a presentation on campus safety. A short video will be shown by the UIC Police followed by a presentation and Q&A session.

apac

EVENT SERIES '09
"Putting your best foot forward"

MBRB Auditorium
900 S. Ashland Avenue
TUESDAY, NOV. 17 | Noon - 1:00 p.m.
seating is limited, please rsvp: www.apac.uic.edu

Emergency

SUCSS

audit compliance

update

part
II

Due to the overwhelming response at our first session, APAC is pleased to host a follow up informational session.

A recent State audit of UIC by the State Universities Civil Service System found that some Academic Professional (AP) positions had been improperly classified as AP instead of civil service. UIC HR will discuss the plan to bring the University into compliance, address the audit findings, and allow time to address audience questions.

Presented by: *Anniese Lemond, Director of Compensation*
John Loya, VC for Human Resources



apac

EVENT SERIES '09

"Putting your best foot forward"

Student Services Building

1200 W HARRISON, Conference Rooms B&C

NOVEMBER 18 | Noon - 1:00 p.m.

seating is limited, please rsvp at

www.apac.uic.edu if you plan to attend.

will my retirement income **BE REDUCED?**

How a SURS benefit impacts Social Security

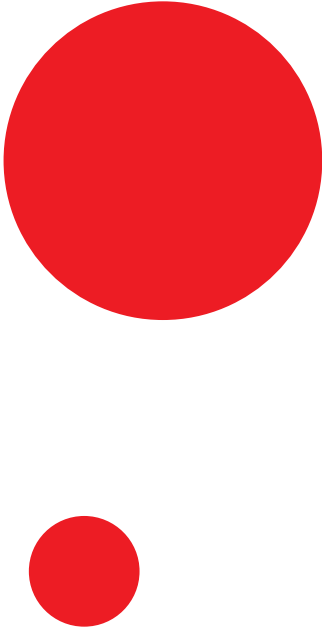
Speaker: John McCrosky, State University Annuity Association (SUAA)

**March 12, 2010 | 11:30am-12:30pm
College of Medicine West (CMW)
1853 West Polk Street, Room 106**

(Corner of Polk and Wolcott - room 106 is located down the Wolcott hallway).

Mr. McCrosky will discuss the impact of the Social Security Windfall Elimination Provision (WEP) and the Government Pension Offset Provision (GPO) and their affects on SURS retirement benefits .

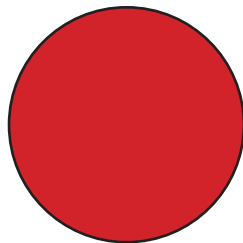
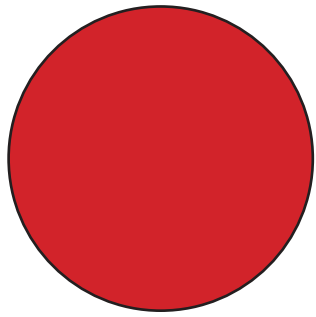
Seating is limited. Please register at <http://www.apac.uic.edu/> if you plan to attend. This event is co-sponsored by UIC United:



UIC UNITED



ACADEMIC PROFESSIONAL ADVISORY COMMITTEE



calling all academic professionals to a
TOWN HALL
with U of I Vice President Walter Knorr

Speaker: Walter Knorr, University of Illinois Vice President, CFO & Comptroller

Thursday | May 6, 2010

9:30 to 10:30 am

Molecular Biology Building (MBRB) Auditorium
900 S. Ashland Avenue

(building entrance on Marshfield between Polk and Taylor)

Seating is limited. Please register at <http://www.apac.uic.edu> if you plan to attend.
Co Sponsor acknowledgement.

APAC strives to represent and to serve as advocates for UIC's Academic Professional employees through various programs, outreach efforts, liasons, roles and University networks. APAC meetings are held on the second Thursday of every month at 12:30. Please see www.apac.uic.edu for more information.





Annual Report



apac

ANNUAL REPORT 08/09

The UIC Academic Professional Advisory Committee (APAC) was established to address the interests of academic professionals (APs) on the UIC Campus.

Our mission is to represent and serve APs by:

- ▣ Serving as liaisons between APs and the Office of the Chancellor and the offices of other administrators of the university
- ▣ Appointing representatives to university and campus committees
- ▣ Drafting and reviewing policies affecting APs
- ▣ Providing communication and professional education to APs
- ▣ Organizing the election of AP representatives to the UIC Senate
- ▣ Promoting recognition of APs including guiding the selection process for the Chancellor's Academic Professional Excellence (CAPE) Award.

www.apac.uic.edu

Message from the Chairs

This past year has been a year of transition and accomplishment for the Academic Professional Advisory Committee. In a climate of declining resources and support for UIC employees, APAC has remained committed to providing access to quality programming and establishing networks among UIC personnel.

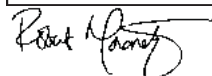
We are becoming better known with the introduction of APAC news, a monthly update on status of the AP community that is distributed to all 4,000 APs on campus; the integration of Facebook and Linked In partner sites; and a proliferation of co-sponsorships ranging from the Chancellor's Committees to the Office of Sustainability to the Active Transportation Alliance of Chicago. People are taking note of APAC!

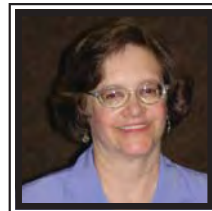
This year, Chicago chaired the University-wide Academic Professional organization - UPPAC (University Professional Personnel Advisory Committee); changed its bylaws to include visiting Academic Professionals to recognize the changing human resource environment; and for the first time in many years, had a competitive election - not to mention the first ever online election. APAC now fields a full committee.


We are excited to share with you, in depth, some of our accomplishments this year and we thank you for your continued support in years to come.

Best,




Rob Moranetz
Office of Admissions




Holly Ann Burt
University Library

COMMITTEE MEMBERS 08/09

Kimberly Clark
College of Liberal Arts and Sciences

Jill Davis
Center, Advanced Design, Research & Exploration

Jacqueline Berger
Office of the Vice Chancellor for Research

William Bike
College of Dentistry

Judith Cohen
Academic Center for Excellence

Michael Crehan
Campus Programs

Jennifer Czak
Research Development Services

Adrian Davis
Department of Biological Sciences

Cathy Foley-Divittorio
College of Education

Karen Ein
University Library

Marietta Giovanelli
Council for Teacher Education

Michael Moss
Office of Business & Financial Services

Booker Suggs
Campus Unions

Jennifer Rowan
Office of Research Services

Building Community

One of the primary roles of APAC is to build a sense of community and establish networking opportunities for the varied professionals on campus. Here's some of the activities we sponsored this year:

Illinois Constitutional Convention talk, October 2008

Professional Development Resource Fair, November 2008

Sustainability Roundtable – February 2009

Tom Riley, Benefits talk- March 2009

Lee Bridges, SURS talk - April 2009

Michael Alvino, Bike to Work talk - May 2009

Bike Commuter Station - June 2009



Communications

Beginning in November 2008, APAC launched APAC News designed to keep UIC Academic Professionals aware of the goals and activities of APAC.

This newsletter is distributed to nearly 4,000 employees every month via the PACADEMY email list and has attracted the attention of volunteer writers, such as Ivone DeJesus, Interim Director of the Latino Cultural Center.

Back issues of the newsletter are available in the Documents section of APAC's website.

In addition to the newsletter, APAC sends Welcome Packages to all new Academic Professionals on campus - welcoming them to their professional career at UIC and informing them of APACs existence and role. In spite of the hiring freeze implemented this year, we sent these packets to over 100 new employees.

APAC is also integrating itself with existing resources at UIC - such as the Campus Calendar and UIC MassMail - and encouraging additional dialogue through Facebook and Linked-In sites focused for employees at UIC.

Our website continues to evolve to meet the needs of our membership. Visit www.apac.uic.edu often!



Bylaws

In a nod to the changing work environment at UIC - APAC members voted to include visiting professionals as full members, able to vote in elections, and serve on the committee with all privileges.

Other bylaw changes were proposed to streamline the succession and election processes.

Representation

Membership in the committee lends a level of representation itself - but APAC is usually the first place the broader campus community looks to find Academic Professionals for representation.

APAC reacts quickly, and is establishing a formal nomination process for requests for representation on campus-wide committees. Recent examples include the Master Plan Advisory Committee, the national search for the Vice Chancellor for Research, and the AP Task Force organized by UIC Human Resources.

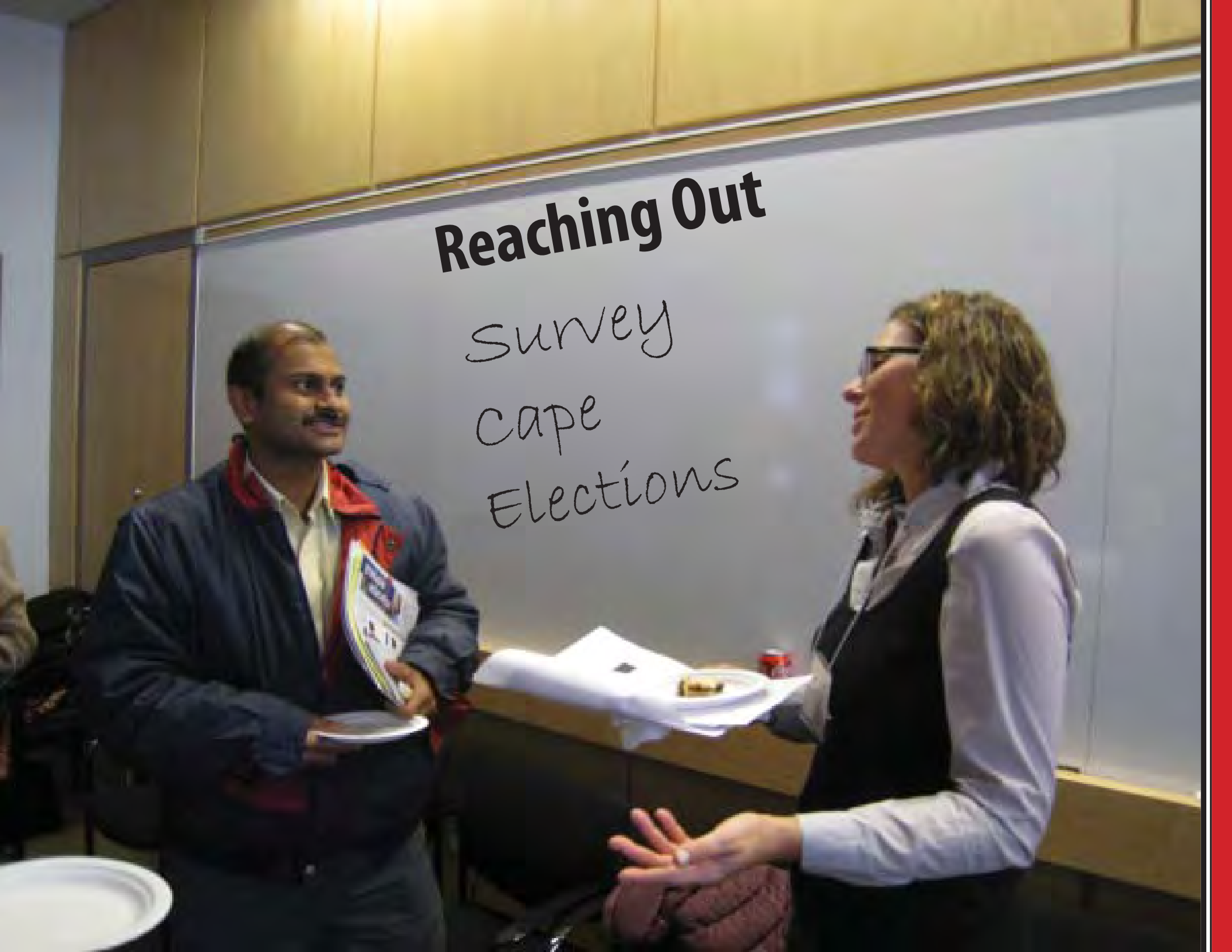
In addition, APAC members represent APs on the Faculty Senate - influencing policy on campus and even serving as chairs for several Senate Subcommittees.

Finally, APAC is revisiting its role in UIC's Grievance Procedure and making itself available to attend with employees going through the process.



Reaching Out

Survey
CAPE
Elections



Survey

Over the past 18 months, the Academic Professional Advisory Committee (APAC) has been working in collaboration with the Chancellor's Committee on the Status of Women (CCSW) as well as other campus constituents to develop a survey of Chicago campus Academic Professional employees. The goal of the survey is to develop an objective and accurate record of where APs stand on a myriad of issues related to employment at the University. Topics include but are not limited to overall job satisfaction, job security, and compensation. As a record of AP opinions, the survey results will provide a unique and valuable resource to both APAC and the campus. A comparable survey has not been conducted by APAC in over 10 years. Participation in the survey is voluntary. Once the survey is complete, the results will be published on the APAC website.

Elections

Maybe it was the mood surrounding the presidential election this year or the fact that we went digital (probably the latter), but APAC committee elections saw a dramatic increase over last year - in fact we doubled the turnout - shattering all previous voting records.

There was also unprecedented interest in running for APAC membership, with our first contested election in recent history - resulting in a capacity committee for the 09/10 fiscal year.

CAPE

Thanks to the leadership of Karen Ein, the CAPE awards saw another year of recognizing UIC's finest Academic Professionals. The award winners included:

- * Kimberly Clark, Liberal Arts & Sciences
- * Erin Emerson, Department of Psychiatry
- * William Rodriguez, Office of Dean of Student Affairs
- * Marilyn Willis, Institute for Health Research and Policy



WHAT'S NEXT?

We're excited about the new voices that will be brought to the committee by our incoming class of members, and we believe the results of our survey to be released this summer will shape the discussion going forward.



With the continued support of the Chancellor's Office, we'll do our best to bring APs together to discuss the direction of the campus and make UIC a place that values and empowers its employees.