



**Academic Professional
Advisory Committee**

October 11th, 2016 from 12:30 PM to 2:00 PM
Room 270, PHARM
Conference Number: N/A
Access Code: N/A

| Agenda Items and Discussion | Action Items |
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| <p>I. Attending:</p> <p>A. Representatives: <i>Nester Komolafe, Mary Berta, Tracy Sikorski, Julie Kong, Kimberly Mayfield, Jaqueline Berger, Colleen Piersen, Kathy Stauffer, Marelet Kirda, Jennifer Pietka, Tiffany Raber (GA)</i></p> <p>B. Guests: <i>Teresa Soto Plutz, Michael Ginsburg, and Paul Hixon (Department of Psychiatry)</i></p> | |
| <p>II. Guests:</p> <p>A. Office of the Chancellor Representative, Teresa Soto Plutz</p> <ol style="list-style-type: none"> 1. Nothing new regarding the budget crisis 2. APAC will be holding a Townhall in February <ol style="list-style-type: none"> a. Will work in partnership with the Chancellor's office 3. Strategic Priorities <ol style="list-style-type: none"> a. Final document released September 20th, 2016 b. Intention is to fulfill the goals laid out in this document c. Additional reports will be added by the other three committees involved <ol style="list-style-type: none"> i. Enrollment management strategic planning ii. University master plan review iii. Success of African American student's report 4. BOT <ol style="list-style-type: none"> a. Meeting November 10th, 2016 b. Three honorary degrees c. Name item for College of Medicine Learning Center 5. 5 Year review process for Vice Chancellors <ol style="list-style-type: none"> a. Initial review will begin with VCR, Dr. Mitra Dutta b. Final report to be delivered to Chancellor by end of January 2017 c. Committee still looking into setting up a survey for the campus about interaction with OVCR 6. Meeting with series of legislatures, black and Latino caucuses, African American business leaders 7. Established Chancellor's Leadership Award <ol style="list-style-type: none"> a. Creating a cultural hub near the west side of Chicago b. Advocating with UIC c. Become engaged with UIC students and heighten experience on and off campus 8. Barbara Wilson named Executive Vice President and Vice President for Academic Affairs 9. Edward Seidel named Vice President for Research 10. Chancellor will meet with APAC in either March or April as part of bi-yearly meeting initiative <p>B. Associate Vice Chancellor for Human Resources, Michael Ginsburg</p> <ol style="list-style-type: none"> 1. Notice Rights <ol style="list-style-type: none"> a. No new information discussed since the August 2016 meetings b. If any other issues concerning notice rights is brought to his attention he will notify APAC 2. Job Analysis <ol style="list-style-type: none"> a. Still finishing with Public Health and College of Medicine | <p>II.A.10., Tiffany and Colleen will contact the Chancellor to confirm a visit in either March or April 2017</p> |

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| <ul style="list-style-type: none"> <ul style="list-style-type: none"> i. Initial analysis complete ii. Recommendations given and counters received iii. Negotiations have been taking place b. Issue of Appeals <ul style="list-style-type: none"> i. Appeals are being looked at and will be handled on a case by case basis. <ul style="list-style-type: none"> i. Ron first level, Michael second level c. Follow up question <ul style="list-style-type: none"> i. UA 400 jobs lost <ul style="list-style-type: none"> i. Complications of that is because when you look at the statistics it doesn't always account for the vacancies at that particular date versus vacancies that are around now that are to be filled. We don't have position management control system. ii. UA does want to downsize campus administration 3. Fair Labor Standards Act <ul style="list-style-type: none"> a. Reminder: issue is that the Dept. of Labor passed a regulation that you have to be earning \$47,476 to be exempt from overtime. Individuals making less are eligible for overtime b. Working on a committee (all Illinois colleges) <ul style="list-style-type: none"> i. Over the course of the last few weeks we are meeting individually with colleges and vice chancellors – giving them a list of people below threshold with two options: A. Give them a raise B. Leave individuals where they are C. Leave them where they are and just state that they will not be working overtime ii. Asking the colleges where they would like to put employees iii. There is no open window to give salary increases iv. 900 Employees on the list (half AP, half civil service, some postdocs and graduate assistants) v. Campus is in a salary freeze environment and can select option B or C vi. Asking the colleges who fall under choice B or C so they can begin to log/document hours vii. APs who are overtime eligible will get an “added job” to their record which will drive the individuals to do a bi-weekly time sheet but be excluded from positive time reporting viii. Dec 1 is the official deadline but UI APs by 11/16/16, the start of the payroll period c. Civil Service Employees <ul style="list-style-type: none"> i. Due to union contracts there may be difficulties applying increases ii. Agenda item for next meeting with other campuses d. Postdoc Challenges <ul style="list-style-type: none"> i. Example: employee 50% time (40,000) a year are still eligible for this because of the weekly calculation of \$913 ii. Global decision to mandate that every department increase their post-doc's the threshold <ul style="list-style-type: none"> i. This has not been further addressed | |

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| <ul style="list-style-type: none"> iii. Pros and Cons <ul style="list-style-type: none"> i. UIUC mandated postdoc increase to minimum ii. Eliminates need for professors to track time iii. Postdoc fellows excluded iv. May ask postdoc office to process appointments in the future for consistency e. Research and Teaching Assistants <ul style="list-style-type: none"> i. Exempt from FLSA f. Graduate assistants (GAs) subject to FLSA | |
| <p>III. Approval of 08/12/16 Minutes</p> <ul style="list-style-type: none"> A. Make change, Kathy Stauffer absent from August meeting B. After changes, minutes approved | <p>III.A., Tiffany will make changes to September's minutes</p> |
| <p>IV. Subcommittee Updates:</p> <ul style="list-style-type: none"> A. Executive Committee <ul style="list-style-type: none"> 1. Recap of ongoing initiatives with UIC United <ul style="list-style-type: none"> a. Putting pressure for updates from the health task forces, communicated through Dr. Barish b. UIC United issues letter about damage to faculty programs as a result of campus budget sweep c. No Progress made on helping individuals impacted by phishing scam but campus did take proactive steps to safeguard all employees 2. Strategic Priorities document, increase efficiency section <ul style="list-style-type: none"> a. Section about increasing efficiency by merging administrative positions b. Was not a focus but this was mentioned and the situation should be on radar 3. Vice Chancellor for Research five-year Review Committee <ul style="list-style-type: none"> a. Send feedback to Colleen 4. CMS Document Review <ul style="list-style-type: none"> a. Katie Ross sent update on the negotiation situation b. For the benefits issues, it is on hold c. Overtime (37.5) work week, vacation on hold d. Healthcare issues are still ongoing B. UPPAC C. Representation Committee <ul style="list-style-type: none"> 1. Budget town hall or other possible programming <ul style="list-style-type: none"> a. Tracy and Mary are going to work together for Townhall b. Get together questions, registrations, submission in advance c. February date TBD D. Communications - APAC News E. Building community/education F. Professional development proposal <ul style="list-style-type: none"> 1. Met with Michael Ginsburg 2. About 50 people attended yoga session 3. Meeting with Heather Cohen for a presentation on social media (how to use it more effectively) G. CAPE H. Bylaws I. Grievance | <p>Other., Tiffany will contact Phill Weiler and Megan Strand in regards to logo and news header</p> |
| <p>V. Liaison & Partnership Updates:</p> <ul style="list-style-type: none"> A. SUAA Liaison <ul style="list-style-type: none"> 1. 10/26/16 "The Impact of Higher Education on the Illinois Economy" SCE | |

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| B. Senate Representatives | |
| VI. Special Topics: | |
| VII. Budget Update A. SUAA Liaison B. Senate Representatives | |
| VIII. Next Meeting Tuesday, November 8th, 12:30-2PM in UH 2650 | |
| IX. Adjourn | |