

New Employee Orientation

August 2018

Welcome

Bo Fernhall
Dean and Professor
UIC College of Applied Health Sciences



Who We Are

**Educators
Discoverers
Collaborators
Advocates**

**We envision a world in which
every person can live a healthy
and self-determined life.**



Vision

The UIC College of Applied Health Sciences will be recognized as a national and international leader in health sciences through our excellence in preparing highly qualified professionals, leading scholars and community leaders.

Our scholarly, academic efforts and community engagement will transform society through improved health, inclusion and participation without discrimination in a complex interdisciplinary and multicultural world.

Mission

The College of Applied Health Sciences is a socially conscious, research-intensive academic community whose mission is to broaden understanding of applied health sciences and disability.

We strive to identify and meet the health needs of our society and pursue our mission by:

- educating health professionals and scholars who excel in a complex, multicultural world.
- discovering and translating new knowledge that transforms health care practice, social systems and related technologies for the benefit of individuals, families and communities.
- collaborating with our urban community partners in mutually beneficial ways.
- providing health services of the highest quality with emphasis on eliminating health disparities affecting individuals and communities.
- advocating for public policies, perceptions and practices that lead to the inclusion and participation of people with disabilities in society.



- **One of 15 colleges at UIC**
- **One of seven UIC health sciences college**
- **25 degree programs**
 - Five bachelor's, seven master's, two professional, four PhD and seven certificate
- **Five academic departments**
 - BHIS, DHD, KN, OT and PT
- **Three main healthcare delivery locations**
 - PT Faculty Practice, Assistive Technology Unit and Developmental Disabilities Family Clinic
- **UI Health**
 - Consisting of the seven UIC health science colleges and a healthcare delivery enterprise

Key Accomplishments and Points of Pride

- **Eight academic programs ranked in the top 25 of their discipline:**
- **MS in occupational therapy program ranked No. 4 in the U.S. and No. 1 among public universities by U.S. News and World Report.**
- **Doctor in physical therapy program ranked No. 15 in the U.S. and No. 6 among public universities by U.S. News and World Report.**
- **Two disability studies programs ranked No. 4 by Universities.com.**
- **BS in health information management program ranked No. 2 among bachelor's programs with the highest six-year graduation rates by U.S. News and World Report.**
- **MS in health informatics program ranked No. 2 among all health informatics degree programs by TheBestSchools.org.**
- **Ph.D. in kinesiology and nutrition program ranked No. 14 by The National Academy of Kinesiology.**
- **MS in Nutrition ranked No. 25 in U.S. by TheBestSchools.org.**

Key Accomplishments and Points of Pride

Biomedical and Health Information Sciences

- Ph.D. in biomedical and health informatics is the **first degree program of its kind in Illinois**
- Home to the **world's first** accredited online MS in health informatics program
- Master's in biomedical visualization program is the **second oldest** program of its kind and currently the **largest** in the U.S.

Disability and Human Development

- BS in disability and human development is the **first degree program of its kind in Illinois**
- Ph.D. in disability studies program was the **first interdisciplinary studies doctoral program of its kind in the U.S.**
- Home to Illinois' only University Center of Excellence in Developmental Disabilities, Education, Research and Service
- National leader in research and training on disabilities with **five large federally funded centers**

Key Accomplishments and Points of Pride

Kinesiology & Nutrition

- Six faculty are fellows of national or honorific academies and societies
- Six faculty sit on the editorial boards of highest-impact disciplinary journals
- **100 percent pass rate** on the national registered dietician exam within 12 months of graduation

Occupational Therapy

- **100 percent pass rate** on national licensing exam within 12 months of graduation
- Home to internationally acclaimed Model of Human Occupation Clearing House

Physical Therapy

- **100 percent** of DPT graduates employed within six months of graduation
- **100 percent** of DPT graduates pass national licensing exam on first attempt
- Home to one of the few orthopedic PT residency programs in country

Human Resources and Benefits

Elda Rubio

Director of Human Resources
UIC College of Applied Health Sciences



UIC Benefits

- Orientation Benefits Registration
- Employees newly eligible for benefits have 30 calendar days from their hire or eligibility date to make plan elections including waiving or opting out of coverage
- SURS allows 6 months to make a selection

Benefit selections are managed through:
www.MyBenefits.Illinois.gov or 844 251-1777

SURS will mail a packet to the home address you have in Nessie

UIC Benefits

Open Enrollment Period

- Election Period May 1-May 31
- Benefit Plan year is based on a fiscal year July 1-June 30
- Enroll/Re-enroll in Flexible spending and dependent care
- Ability to add/remove dependents change health plan
- Opt out/in of health care
- Increase/decrease optional life insurance
- Only other time to make a change is during a qualifying event. Which allows 60 days from the date of the event.

Discounts and Services

Perks

- Travel discounts through preferred vendors for transportation and lodging
- Relocation assistance with moving companies
- Computer hardware, software & accessories discounts
- Ford, Chrysler and General Motors vehicle discount
- Cellular phone plan discounts

Tuition Waivers

- Academic appointment of 25% or more
- Civil service appointment of 50% or more
- Retirees
- Children of current employees with 7 years of service are eligible for a 50% tuition waiver for up to 4 years at an Illinois state college or university



Leaves

- Family and Medical, Parental, Bereavement, Disability, Summer Academic Break/Layoff, Jury Duty, Military, Educational, and Personal
- Certain Leaves, such as Educational, Disability, Family and Medical can be either paid or unpaid.
- Personal Leaves are always unpaid.



Vacation/Sick Leave Reporting

- Vacation/Sick time accruals based on appointment type and FTE
- 2 Floating Holidays
- AVSL system is used by 12 month faculty and staff only used to report
- Civil Service report time off biweekly on timesheets
- 9 month only accrue cumulative sick time

QUESTIONS?

Elda Rubio
Director of Human Resources

312-996-4310
elda@uic.edu

College of Applied Health Sciences| Office of the Dean



Communications and Marketing Resources

A person wearing a hat and a backpack with 'UIC' on it, taking a photo of a city skyline. The image has a blue and orange color gradient overlay.

Erika Chavez
Director of Marketing and Communications
UIC College of Applied Health Sciences

What I do

Support advancement activities (alumni engagement and giving)

Liaise within and between AHS, and external entities, offices

Resource identification

Consulting

Manage channels and assets

Enforce brand standards

AHS chief communicator (Make sure everyone knows about all the great people and activities at AHS)

Assets and channels

Digital screens

First and fifth floors AHSB
First floor DHSP

AHS Magazine

Biannual: February and August

AHS Connection

Bimonthly newsletter outlining engagement opportunities for AHS alumni

Social media

Facebook: facebook.com/UICAHS

Twitter: @UICAHS

LinkedIn: linkedin.com/company/uicahs

AHS Website (external facing)

Primary audiences: Prospective students, prospective faculty, alumni and donors

Inside AHS (internal facing)

The online community *for* and *by* AHS students, faculty and staff

Inside AHS Weekly

Weekly aggregate of news and events posted on Inside AHS

Listservs

Main AHS listserv: cahs@listserv.uic.edu

Inside AHS

The online community *for* and *by* AHS students, faculty and staff

What “lives” on Inside AHS?

- AHS events, news and announcements
- Student resources
 - Advising, forms, handbooks, policies, graduation and more.
- Faculty and staff resources
 - Human resources, IT, AHS College Awards, policies, college committees, and more.
- Office of Research
- Office of Student Affairs

What should you share on Inside AHS?

- Publications accepted, published
- Awards and recognition
- Grants
- Appointments and engagements
- Talks, presentations, lectures
- Media mentions, appearances
- Everything!

Your web directory profile

All AHS faculty and staff are required to have a website directory profile

Your department's web content manager who serves as your primary contact for assistance with everything web-related including your directory profile:

- BHIS: Alyssa Nelson, alyssan@uic.edu, 312-996-7337
- DHD: Kristen Connolly, kball2@uic.edu, 312-413-3027
- KN: Juan Gonzalez, jgonza13@uic.edu, 312-996-8055
- OT: Maria Larson, mlarso1@uic.edu, 312-413-0124
- OFD: Webmaster search open, contact Erika Chavez at eachavez@uic.edyyh
- PT: Mollie Rose, mhrose@uic.edu, 312-996-2411

Creating a web directory profile

styleguide.ahslabs.uic.edu/your-ahs-directory-profile

Step-by-step guide to creating and maintaining your AHS web directory profile

AHS FACULTY: Remember to add your degree affiliations and focus areas of research, scholarship and expertise!

Resources and reference

AHS web style guide

styleguide.ahslabs.uic.edu

Helps maintain a consistency in style, grammar, terminology and tone across our website

Submitting to Inside AHS

styleguide.ahslabs.uic.edu/submitting-to-inside-ahs

Guide to posting news, announcements and events on Inside AHS

Creating a web directory profile

styleguide.ahslabs.uic.edu/your-ahs-directory-profile

Step-by-step guide to creating and maintaining your AHS web directory profile

AHS communications resource center

ahs.uic.edu/inside-ahs/faculty-and-staff-resources/#communications

ACCC

[Web publishing services](#), [tools to build forms and surveys](#), [file storage and sharing](#)

UIC Creative and Digital Services

creative.uic.edu

Provides print, graphic design, photography, videography services and more

UIC Today

today.uic.edu

Campus news, announcements, and events

UIC Office of Public and Government Affairs

pga.uic.edu

Oversees community relations, government relations, public affairs, marketing and brand management, digital communications

UIC Marketing and Brand Management

marketing.uic.edu

Logos, banners, licensing, stationery, university style guide, endorsement policy, film office

UIC Visual Assets

uic.photoshelter.com

Download photos and videos

People.uic.edu

people.uic.edu

Build your own personal website hosted by UIC

QUESTIONS?

Erika Chavez
Director of Marketing and Communications

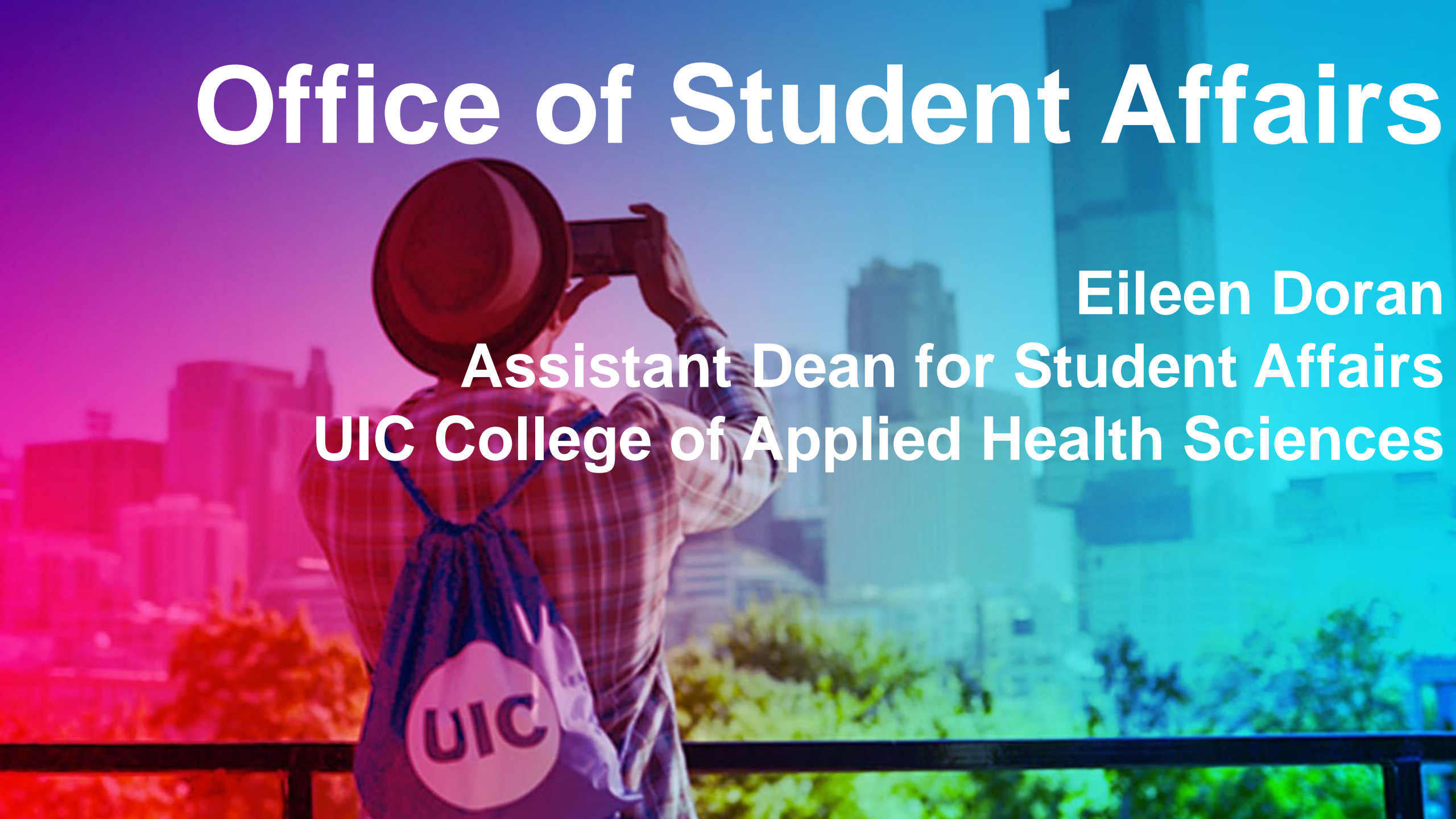
312-996-6385
eachavez@uic.edu

College of Applied Health Sciences | Office of the Dean



Office of Student Affairs

Eileen Doran
Assistant Dean for Student Affairs
UIC College of Applied Health Sciences



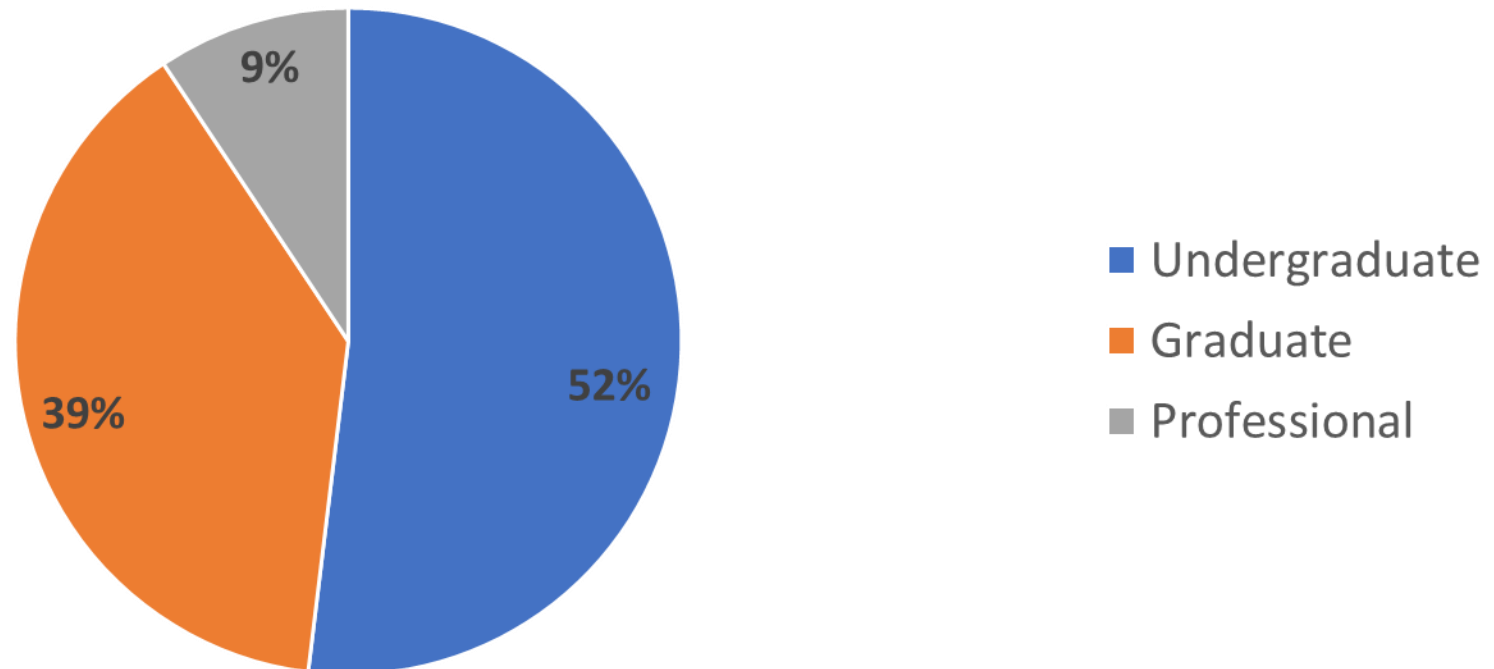
AHS Student Overview

- Approximately 2000 students enrolled in AHS
- AHS is fourth largest undergraduate college
- Fall 2018 target enrollment
 - Undergraduate: 1066
 - Graduate: 709
 - Professional: 192

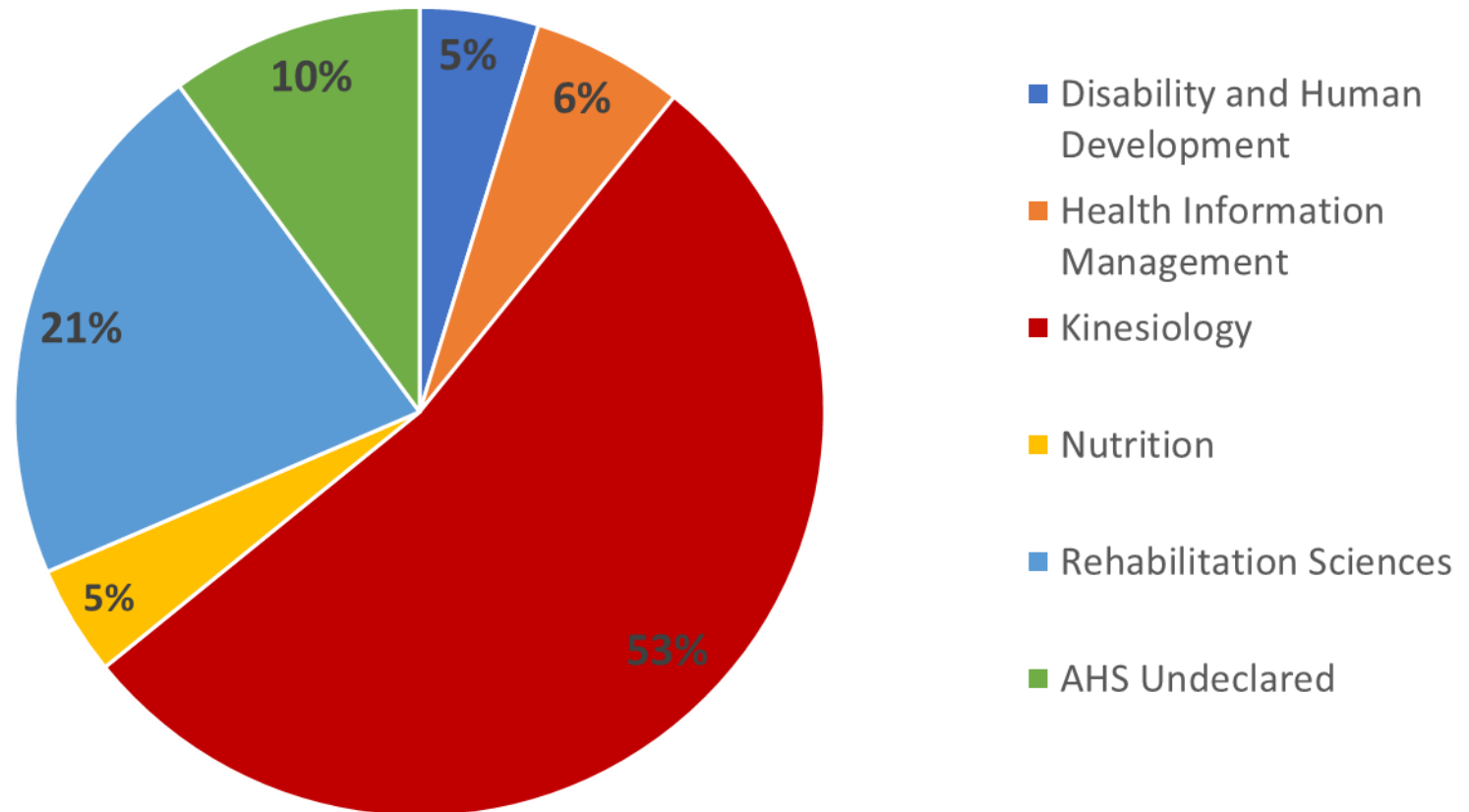


Enrollment Distribution by Level

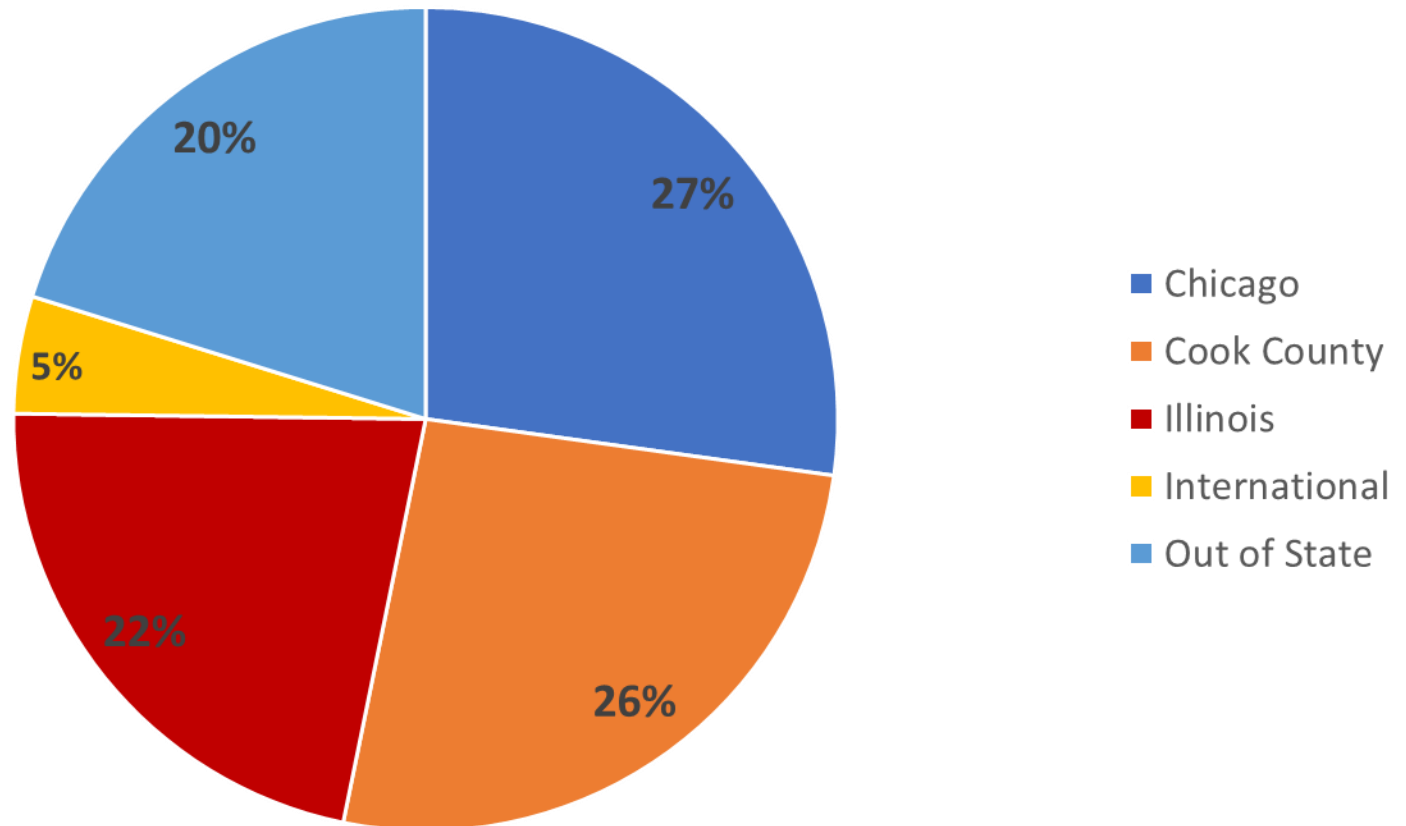
Estimated Fall 2018 Enrollment



AHS Undergraduate Enrollment



Geographic Origin of AHS Students



AHS Office of Student Affairs

MISSION

- The mission of the Applied Health Sciences Office of Student Affairs is to support students through all stages of their academic and professional development from pre-enrollment through graduation and ultimately as leaders in their fields and alumni of the college.
- We support and collaborate with our faculty and staff to foster a community and culture where students thrive.

What We Do

- Serve as a referral service for faculty, staff, and students on issues related to student academic and personal support
- Host student events (welcome luncheon, professional development workshops, student socials, commencement, etc.)
- Assist with registration, records and degree issues
- Assist with any disciplinary and/or grievance related matters
- Liaison for student organizations
- Student listserv

Faculty and Staff Support

Primary areas of support

- Issues related to grade entry
- Identify resources to support students
- Student conduct or disciplinary concerns
- Liaison with Disability Resource Center
- Campus policies related to students and teaching
- General enrollment reports

Resource Highlights

- [Dean of Students Office](#)
- [U and I Care](#)
- [Teaching Related Policies](#)
- [my.UIC](#)
- [Office of Institutional Research](#)
- [Academic Support and Achievement Program](#)

QUESTIONS?


Eileen Doran
Assistant Dean for Student Affairs

312-996-2078
516 AHSB
eileend2@uic.edu

College of Applied Health Sciences| Office of the Dean



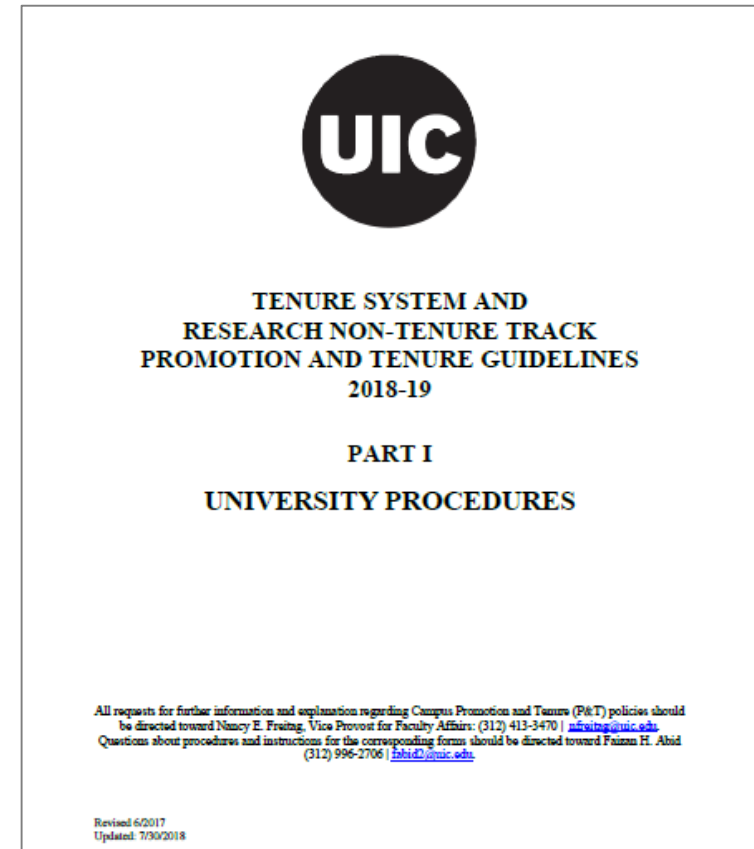
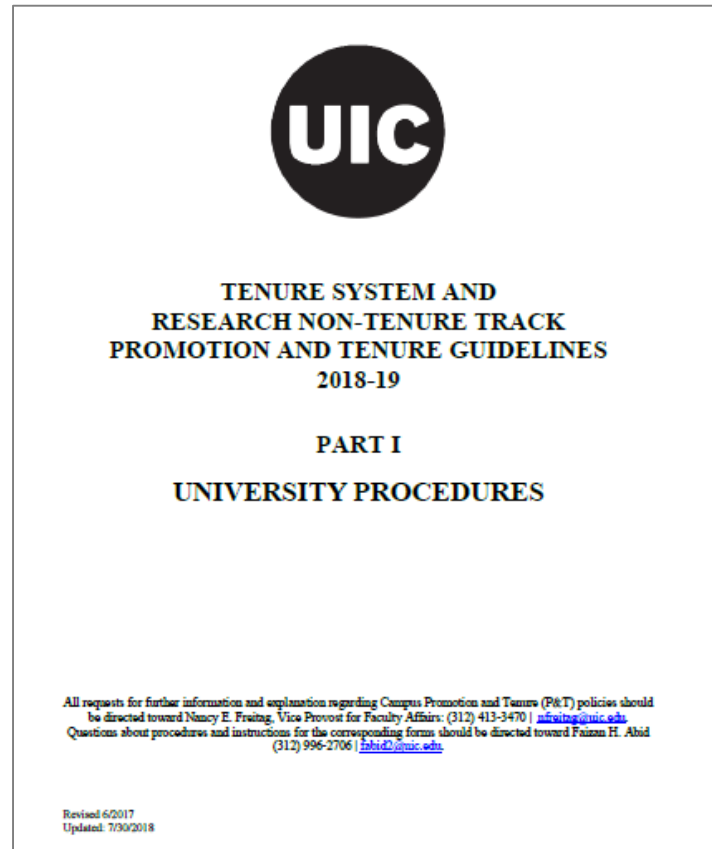
An Intro to the Promotion and Tenure Process

A person wearing a brown hat and a plaid shirt is seen from behind, holding a camera up to take a photo of a city skyline. They are wearing a blue backpack with a white circular logo that says 'UIC'. The background is a cityscape with various buildings and trees, overlaid with a blue-to-orange gradient.

Mark D. Grabiner
Professor

UIC College of Applied Health Sciences

“...evaluated on the basis of ***impact*** and merit...
defined by the norms established by the unit(s) and
college(s) to which the candidate is appointed.”



Office of the Vice Provost for Faculty Affairs, <https://faculty.uic.edu/promotionandtenure/>

The role of *impact* in promotion

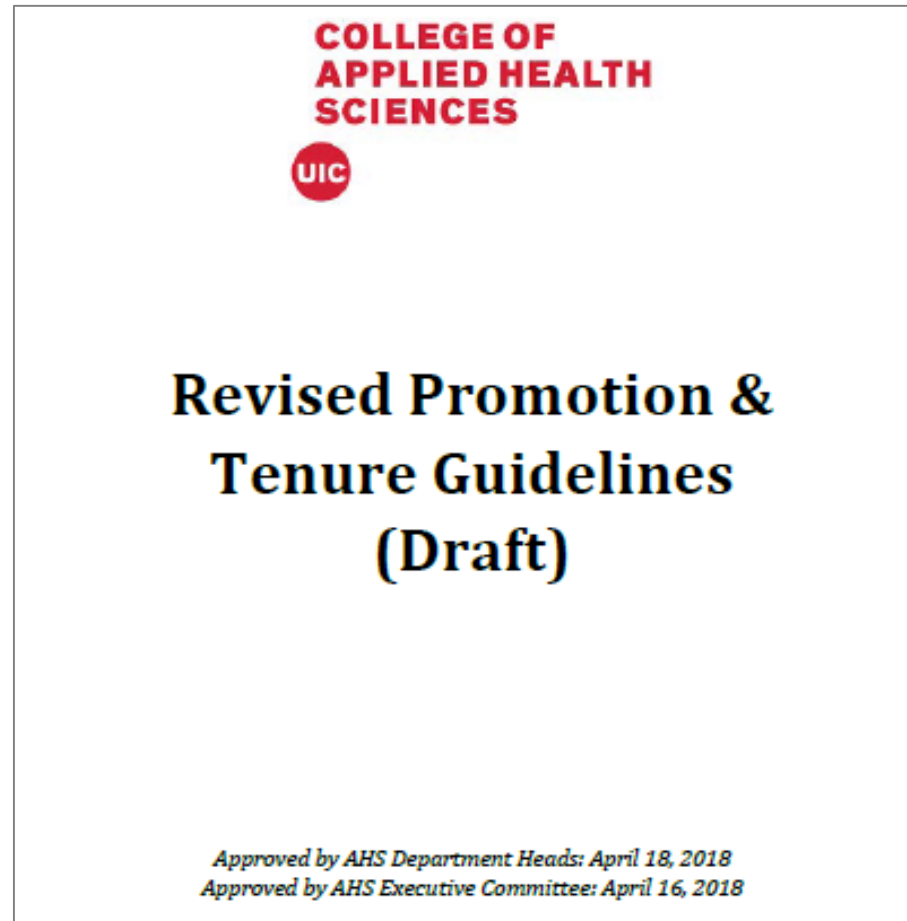
Tenure Track

Impact: "...determined by peer review and a public presence within one's discipline."

Non-tenure track

Impact: "...determined by recognized teaching excellence, peer review and a public presence within one's discipline."

“...evaluated on the basis of ***impact*** and merit...
defined by the norms established by the unit(s) and
college(s) to which the candidate is appointed.”



To be voted upon by during the ASH Fall Meeting, 7 September 2018

Outline of Process

- Departmental

- paperwork preparer

- preparation of paperwork

- evaluative (i.e., confidential) vs. **non-evaluative** components

- teaching, research and service statements**

- department P&T committee

- endorsement/non-endorsement by UEO

- College

- college P&T committee

- endorsement/non-endorsement by college dean

- University

- campus P&T committee

- recommendation by Provost, VPHA & Dean of Graduate College to Chancellor

- recommendation by Chancellor to Board of Trustees

The Paperwork

UIC

TENURE SYSTEM & RESEARCH NON-TENURE TRACK
PROMOTION & TENURE FORMS – ACADEMIC YEAR 2018-19

CANDIDATE'S PERSONNEL & APPOINTMENT INFORMATION MUST BE ENTERED AS LISTED IN BANNER HR FRONT END

Candidate: Last Name, First Name & Middle (if applicable) → UIN #: UIN # →

College: Select College for Primary Appointment →

Select Unit Type: Unit Name → %FTE: %FTE% →

Joint Appointment College: Select Joint College (if applicable) →

Select Joint Unit Type: Joint Unit Name → %FTE: %FTE% →

Courtesy Appt. (%FTE/UNPAID): Select Courtesy Appt. College → Select Unit Type: Unit Name(s) →

Present Personnel Appointment (select complete rank in new row):

Rank: Select Rank → Joint Rank: Select Joint Rank →

Tenure Code: Select Code → Joint Tenure Code: Select Joint Code →

Courtesy Rank (%FTE/Unpaid) (if applicable): Select Courtesy Rank →

Proposed Personnel Action:

Rank: Select Rank → Joint Rank: Select Joint Rank →

Tenure Code: Select Code → Joint Tenure Code: Select Joint Code →

Faculty Candidate Attestation (check the box and sign):

☐ To the best of my knowledge, the information to which I have access that is provided in this dossier (i.e., non-confidential components) is true and accurate.

☐ I do not have a conflict of interest or a dual relationship with the Paper Preparer, as defined by Section 2.F.3 (Voting and Dual Relationships) and Section 3.D (Responsibility for the Case) of the Tenure System and Research Non-Tenure Track Promotion and Tenure Guidelines, Part I: Campus Policies and Procedures.

Faculty Candidate: Last, First Name & Middle (if applicable) → Signature → Date →

Paper Preparer Attestation (check the box and sign):

☐ To the best of my knowledge, the information to which I have access that is provided in this dossier (i.e., non-confidential components) is true and accurate.

☐ I do not have a conflict of interest or a dual relationship with the Candidate, as defined by Section 2.F.3 (Voting and Dual Relationships) and Section 3.D (Responsibility for the Case) of the Tenure System and Research Non-Tenure Track Promotion and Tenure Guidelines, Part I: Campus Policies and Procedures.

Paper Preparer: Last, First Name → Signature → Date →

Paper Preparer is also the Unit Executive Officer/Equivalent: ☐ YES ☐ NO

CLINICAL NON-TENURE TRACK
PROMOTION FORMS – ACADEMIC YEAR 2018-19

CANDIDATE'S PERSONNEL & APPOINTMENT INFORMATION MUST BE ENTERED AS LISTED IN BANNER HR FRONT END

Candidate: Last Name, First Name & Middle (if applicable) → UIN #: UIN # →

College: Select College for Primary Appointment →

Select Unit Type: Unit Name → %FTE: %FTE% →

Joint Appointment College: Select Joint College (if applicable) →

Select Joint Unit Type: ASDFASDF → %FTE: %FTE% →

Courtesy Appt. (%FTE/UNPAID): Select Courtesy Appt. College → Select Unit Type: Unit Name(s) →

Present Personnel Appointment:

Rank: Select Rank → Joint Rank: Select Joint Rank →

Tenure Code: Select Code → Joint Tenure Code: Select Joint Code →

Appointed or Promoted to Present Rank: Select Month – Year →

Courtesy Rank (if applicable): Select Courtesy Rank →

Proposed Personnel Action:

Rank: Select Rank → Joint Rank: Select Joint Rank →

Tenure Code: Select Code → Joint Tenure Code: Select Joint Code →

Faculty Candidate Attestation:

☐ To the best of my knowledge, the information to which I have access that is provided in this dossier (i.e., non-confidential components) is true and accurate.

☐ I do not have a conflict of interest or a dual relationship with the Paper Preparer, as defined by Section 2.F.3 (Voting and Dual Relationships) and Section 3.D (Responsibility for the Case) of the Clinical Non-Tenure System Promotion and Tenure Guidelines, Part I: Campus Policies and Procedures.

Faculty Candidate: Last, First Name & Middle (if applicable) → Signature → Date →

Paper Preparer Attestation:

☐ To the best of my knowledge, the information to which I have access that is provided in this dossier (i.e., non-confidential components) is true and accurate.

☐ I do not have a conflict of interest or a dual relationship with the Candidate, as defined by Section 2.F.3 (Voting and Dual Relationships) and Section 3.D (Responsibility for the Case) of the Clinical Non-Tenure System Promotion and Tenure Guidelines, Part I: Campus Policies and Procedures.

Paper Preparer: Last, First Name → Signature → Date →

Paper Preparer is also the Unit Executive Officer/Equivalent: ☐ YES ☐ NO

Office of the Vice Provost for Faculty Affairs, <https://faculty.uic.edu/promotionandtenure/>

Things to Consider

- campus Promotion and Tenure Form
- AHS Promotion and Tenure Guidelines
- department-specific Promotion and Tenure Guidelines
- peer review of teaching
- student evaluations of teaching
- classes taught
- non-classroom student/trainee mentorship/direction
- mentors

QUESTIONS?

Mark D. Grabiner

Professor, Department of Kinesiology and Nutrition

Professor, Department of Bioengineering

UIC Associate Vice Chancellor for Research

312-996-2757

648 AHSB

grabiner@uic.edu

College of Applied Health Sciences| Office of the Dean



AHS Office of Research

Philip S. Clifford
Associate Dean for Research
UIC College of Applied Health Sciences



Who are we?

- Michelle Belcher, Grant Administrator
- Faith Thurmond, Sr. Grant Administrator
- Natalie Dagues, Asst Dean Finance
- Sandra Rahbe, Reg Affairs Coordinator
- Ed Wang, PhD, Statistician
- Jinsong Chen, PhD, Statistician
- Norman Mui, Student Assistant

Mission

ASSIST

development and submission of funding proposals

INFORM

UIC and agency policies and opportunities

PROMOTE

AHS research and scholarly activities

COLLEGE OF
APPLIED HEALTH
SCIENCES



What do we do?

- Assist faculty in preparation of grant budgets/administrative pages
- Assist with routing and submission of grant applications
- College level review of grant submissions
- Assist with submission of IRB applications
- Statistical consultation
- Help with identifying funding opportunities
- Consult on grant proposal plans
- Facilitate external review of proposals
- Post-award assistance

Pre-Award Services

For each project: Faith, Michelle or Natalie will assist faculty:

- Providing timeline (with 20 working days notice before deadline)
- Initiating application, verify eligibility
- Revising and finalizing budget
- Incorporating budget and related documents into application
- Completing administrative forms, both institutional and the sponsor's
- Routing the application to ORS for submission

Post-Award Services

Some post- award services provided (with the assistance of the unit's business manager):

- Requesting/setting up Anticipation accounts
- JITs, and other communications with sponsor
- Completing and routing Research Project Transfer Applications, and other forms
- Assisting faculty with Grant/Contract Early-Terminations
- Reviewing ROE (Report of Expenditures) with PI, when requested
- Complete administrative forms, both institutional and the sponsor's forms for close-outs
- Approve and route close-out documents to Grants & Contracts for final submission to sponsors

Poster Printing Services

Upon receiving the requisition form provided on the AHS website, we will;

- Print your poster file (specified size)
- Notify the requestor when the poster is ready for pick – up (and payment)
- Process payments for these services

Our Contact Information

Please contact our office by emailing us:

AHS-research@listserv.uic.edu

COLLEGE OF
APPLIED HEALTH
SCIENCES



Institutional Review Board (IRB)

Purpose:

- Provides administrative support for the review and approval of research protocols involving humans
- Ensures that regulations are adhered to for the protection and welfare of subjects, investigators, and the University

Education & Training

Initial IRB education requirements:

1. CITI Human Subjects Research Basic Course, **and**
2. CITI Information Privacy and Security Health Privacy (HIPAA) Basic Course **(If using PHI)**
3. Continuing Ed: 2 contact hours every 3 years

www.research.uic.edu/compliance/irb/education-training

IRB Contact

Administrative Office Building (AOB), Suite 203

1737 W. Polk St., MC 672

312-996-1711

uicirb@uic.edu

www.research.uic.edu/compliance/irb

OPRS Live: Electronic IRB submission system

<https://oprslive.ovcr.uic.edu/>

COLLEGE OF
APPLIED HEALTH
SCIENCES





Sandra Rahbe

Regulatory Support

- Pre-submission consultation
- Preliminary review & assistance drafting documents

Email: srahbe@uic.edu

Phone: 312-413-3961

Office: AHSB Room 540

What do we do?

- Announcements of major agency policy changes and new grant opportunities
- Facilitate pilot grant program (\$20K/1 yr)
- Host Research Day to highlight AHS research
- Provide access to iThenticate
- Print posters for professional conferences
- Organize faculty professional development workshops through CCTS

Internal Funding Opportunities

- AHS Interdisciplinary Pilot Grants
\$20K/1 yr, 2 deadlines per year
- CCTS Pilot grants
\$60K/2 yr, 1 deadline per year, LOI required
- Midwest Roybal Center (Aging)
\$50K/1 yr, 2 deadlines per year
- Chancellor's Innovation Fund (Technology)
\$50K phase 1/\$150K phase 2, LOI required

External Funding Opportunities

- COS Pivot
- AASCU Grants Resource Center
monthly update in Research Blast

Help us help you

**Contact us through the
listserve**

AHS-Research@listserv.uic.edu

COLLEGE OF
APPLIED HEALTH
SCIENCES



QUESTIONS?

AHS Office of Research

312-413-3854

5th floor AHSB

AHS-research@listserv.uic.edu

College of Applied Health Sciences | Office of the Dean



History of AHS

Gail Fisher
Clinical Associate Professor
UIC College of Applied Health Sciences



History of AHS Departments

Free standing departments → School in College of Medicine → Free standing college

1943 - 1962

1963 - 1966

1967 - 1978

1979

Occupational Therapy
Medical Art (UIUC)

Medical Technology
Medical Records

Medical Dietetics
Physical Therapy

College of Associated
Health Professions

Added later:

1993: School of Kinesiology

1998: Department of Disability and Human Development

Merged:

- Around 2000: Departments of Biomedical Visualization, Health Information Management and Medical Laboratory Sciences become the School of Biomedical and Health Information Sciences
- 2007: Departments of Movement Sciences and Human Nutrition become Department of Kinesiology and Nutrition

Closed: Medical Laboratory Sciences, Physical Education major in the Department of Kinesiology

First classes of OT and PT students



1945: OT War Course students with department founder Beatrice Wade (back row, 4th from the right)



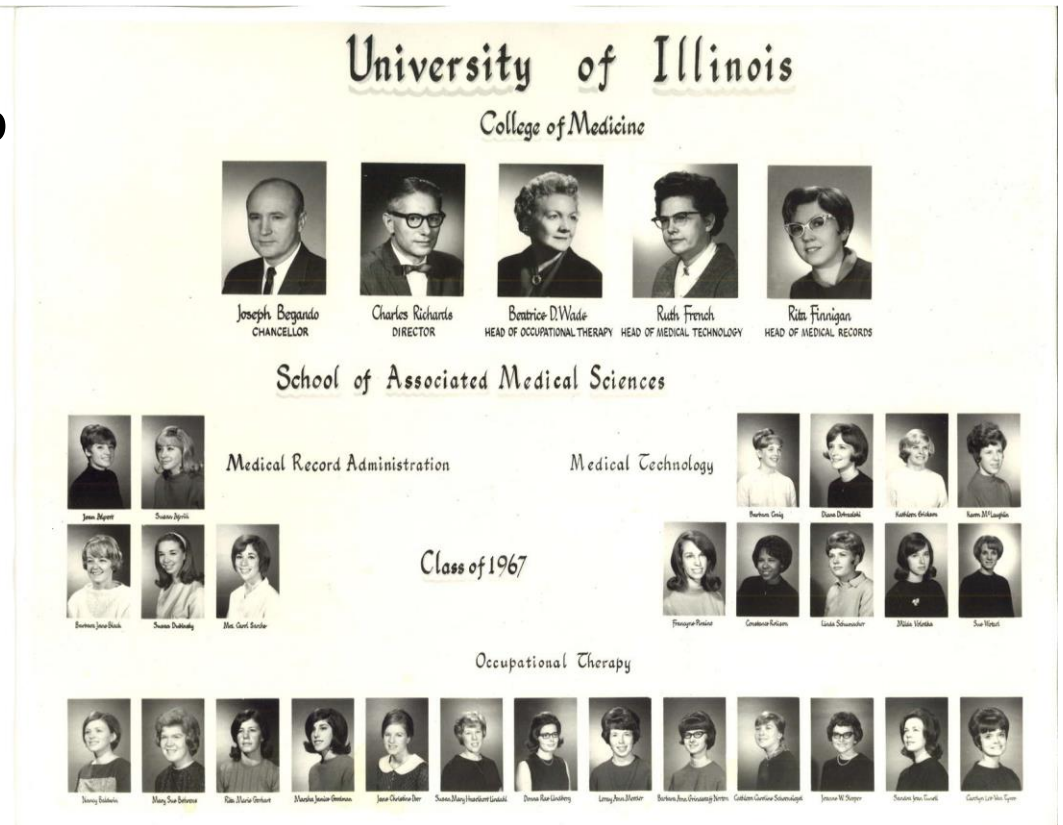
1943-46: The OT “guinea pig class”



1973: The first PT class

Established as a school in the College of Medicine in 1963 and a freestanding college in 1979

- The College of Medicine resisted establishing more “allied health” programs from 1943 to 1963 due to concerns that the new programs would drain resources from educating physicians.
- Medicine’s concerns resulted in their support for establishing a freestanding **College of Associated Health Professions** in 1979, ending 36 years of our departments being housed in the College of Medicine.



Trends Over Time

- Merging departments has facilitated collaboration across related disciplines
- Change in college name from College of Associated Health Professions to the College of Applied Health Sciences (in 2001) reflected the evolving campus and college mission to conduct research in addition to training professionals
- Initially we only had undergraduate degrees, over time more than 10 graduate and professional degrees including PhD programs were added, 3 BS programs were closed, now adding more undergrads in Rehab Sciences and DHD
- Degree programs are more linked to service to the people of Chicago and have built a more diverse student body

History of Diversity in AHS

- Department Heads
- Faculty
- Students
- The importance of creating a pipeline for diverse graduate students and faculty
- Programs: Urban Allied Health Academy (now Health and Diversity Academy) established about 2007
- Campus and College: Diversity Strategic Planning (2011)
- College Committee: Diversity and Equity Committee (2012)

QUESTIONS?

Gail Fisher
Clinical Associate Professor
Department of Occupational Therapy

312-996-4371

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gfisher@uic.edu

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