

DECEMBER 2, 2022

College of Applied Health Sciences

Fall College Meeting



AHS Fall 2022 College Meeting

- **Agenda**

- 12:00 – 1:00
- 1:00 – 2:00

Lunch

Presentations

- Faculty Contract Negotiations
- Office for Access and Equity
- Faculty Contract Negotiations
- Faculty/Staff Giving Campaign
- AHS Inclusive Excellence Task Force
- State of the College

***there will be a questions/discussion period
after each presentation

Lunch



Faculty Contract Negotiations

Celeste Januszewski



UNIVERSITY OF
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UIC UNITED FACULTY

Celeste Januszewski, OTD, OTR/L, CPRP
AHS UICUF representative

AHS College Meeting Fall 2022



Union basics

- UIC United Faculty (UICUF) is our labor union representing the bargaining units of Tenure/Tenure-Track (TT) & full-time Non-Tenure Track (NTT) faculty (including visiting faculty)
- All* UIC full-time (51%+) TT and NTT faculty are in our bargaining unit
- People who choose to join are in our faculty union, UICUF
- UICUF bargains and enforces the contract, which applies to all bargaining unit members

*excluding Colleges of Medicine, Dentistry, Pharmacy, & Law



Effect of a contract on salaries

- It is impossible (legally and from an experimental design point of view) to construct a controlled experiment where some faculty at UIC get the contract raise pool and others do not
- Fortunately, we have a **natural experiment** available:
UIC (union) faculty salaries versus
UIUC (non-union) faculty salaries

All full-time academic year faculty (9 month) Average pay

	UIUC			UIC		
Year	Assistant	Associate	Full	Assistant	Associate	Full
2010*	\$ 80,124	\$ 84,270	\$130,992	\$ 74,648	\$ 87,057	\$124,232
2020**	\$ 98,801	\$107,487	\$154,286	\$102,744	\$118,131	\$161,277
% Increase	23.3%	27.6%	17.8%	37.6%	35.7%	29.8%

*University of Illinois. (2010, Fall). *Faculty salary study*, pp. 3, 6.
<http://www.pb.uillinois.edu/documents/fy11-salary-book.pdf>

**University of Illinois. (2020, Fall). *System-side faculty salary study*. pp. 3, 5.
<http://www.pb.uillinois.edu/documents/FY21-Salary-Book.pdf>

Bargaining status as of 12.1.22

- April 20 1st Bargaining Session
- August 26 2018-2022 Contract Expired
- November 28 22nd Bargaining Session
- ??? Ratification of Contract

Bargaining by the numbers

- 224 Days since we began bargaining
- 16 Articles with tentative agreements out of 24
- 3 Bargaining sessions left this semester

Bargaining status as of 12.1.22

	UICUF is seeking...	Admin is offering...
Raises	\$9,500 across-the-board raise 24% over 3 years	Year 1. 3.50% + 1.5% = 5.0% pool Year 2. 1.25% + 1.0% = 3.25% pool 8.25% over 2 years
Salary minimum (Current \$50,000)	\$64,000 (same as CPS)	\$51,500
PD funds & travel for TT & NTT	\$1,200 + \$900 = \$2,100	\$1,200 + \$900 = \$2,100 (contingent on accepting the proposal on raises)

Bargaining status as of 12.1.22

	UICUF is seeking...	Admin is offering...
Job security & support for NTT	Earlier notice of reappointment Rolling contracts Protections against workload creep Access to professional leaves Visiting faculty conversion process	
Support for TT	System of progressive discipline that NTT faculty already enjoy	
Shared governance	Administrators who ignore faculty votes need to explain their rationale for rejecting faculty advice	
Student support	Minimum level of mental health care Access for UIC students to the same free evaluation for learning disabilities that students at UIUC enjoy	

Strike vote

- 77% of UICUF members participated in the vote on November 14 & 15
- 96% of those people voted to authorize a strike
- Strike tentatively planned for **January 17** (2nd week of Spring semester)

Interested in knowing more?

Want to make your voice heard?

- Attend bargaining sessions (in person or via zoom)
 - Tuesday December 6, 12:30-2:30, SCE White Oak Room
 - Friday, December 9, 1:30 – 3:30, TBA
 - Monday December 12, 10-1, SCW 206
- Become a member of UICUF
<https://uicunitedfaculty.org/join-our-union/>



*Thank
you!*

Questions/Discussion

Email me to join,
get answers to your questions,
or to volunteer to be the next AHS rep

Celeste Januszewski

CelesteJ@uic.edu



Office for Access & Equity

Karen Bills-Windt



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Mission Statement

The Office for Access and Equity is committed to achieving and maintaining equal opportunity, diversity, inclusiveness, equal access, and equitable treatment throughout the University of Illinois at Chicago.

Primary Focus

- Ensure compliance with laws and University Policies related to unlawful discrimination
- Fulfill Title IX response requirements
- Maintain an inclusive environment that values diversity
- Address unlawful discrimination, harassment, and retaliation
- Provide reasonable workplace accommodations
- Advise on and provide alternatives to grievance procedures
- Prevent conflict from creating a hostile environment or workplace violence
- Create the Affirmative Action Plan for faculty and staff

Discrimination and Harassment



University's Non-Discrimination Statement

The commitment of the University of Illinois System to the most fundamental principles of academic freedom, equality of opportunity, and human dignity requires that decisions involving students and employees be based on individual merit and be free from invidious discrimination in all its forms.

Requires that decisions involving students and employees be based on individual merit and be free from discrimination in all its forms.

Policy applies to admissions, employment, access to and treatment in university programs and activities.

***Reflects and incorporates the laws that prohibit discrimination and harassment and the protected classifications that are prescribed in the laws.**

Title IX and Sexual Misconduct



UIC's Sexual Misconduct Policy

Prohibition of Sex Discrimination, Sexual Harassment, and Sexual Misconduct

UIC is committed to providing an educational and work environment that is free from all forms of sex discrimination, sexual violence, and sexual and gender-based harassment (collectively referred to as “sexual misconduct”).

All Employees are Responsible
Employees with an obligation to
report known sexual misconduct.

<http://sexualmisconduct.uic.edu>

Addressing Discrimination and Harassment

Internal Processes

- Consultations
- Informal Resolutions
- Investigation and Findings

External Processes

- **Federal:** Equal Employment Opportunity Commission (EEOC), Office for Civil Rights (OCR)
- **State:** Illinois Department of Human Rights (IDHR)

Reporting to OAE



OAE can be reached via telephone, email and the online reporting portal on the OAE website.

[Harassment/Discrimination Report](#)

[Sexual Misconduct/Title IX Reporting](#)

Prevention and Early Intervention

UIC relies on behavioral thresholds to monitor threat assessments, and when the staff or faculty are in possession of information that an individual has crossed one of these thresholds, University personnel responds with a variety of resources.

Behavioral Threat Assessment Team (BTAT)

Integral part of campus Violence Prevention Plan

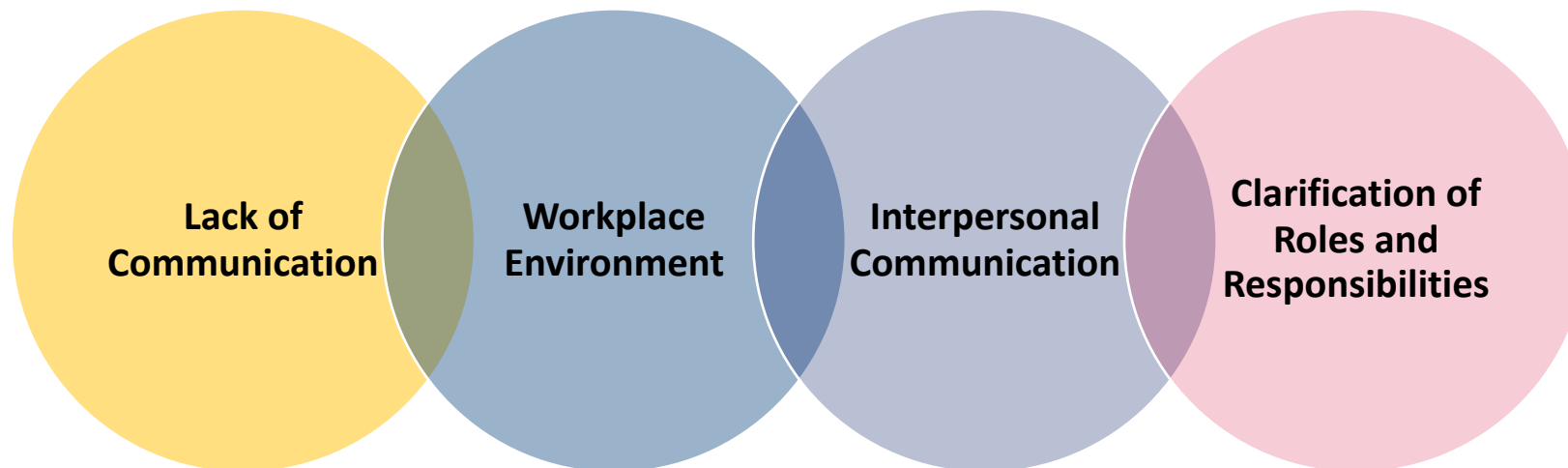
Provide advice regarding threats to campus environment

Coordinate support & referrals for affected individuals

Facilitate intervention & fitness-for-duty conversations

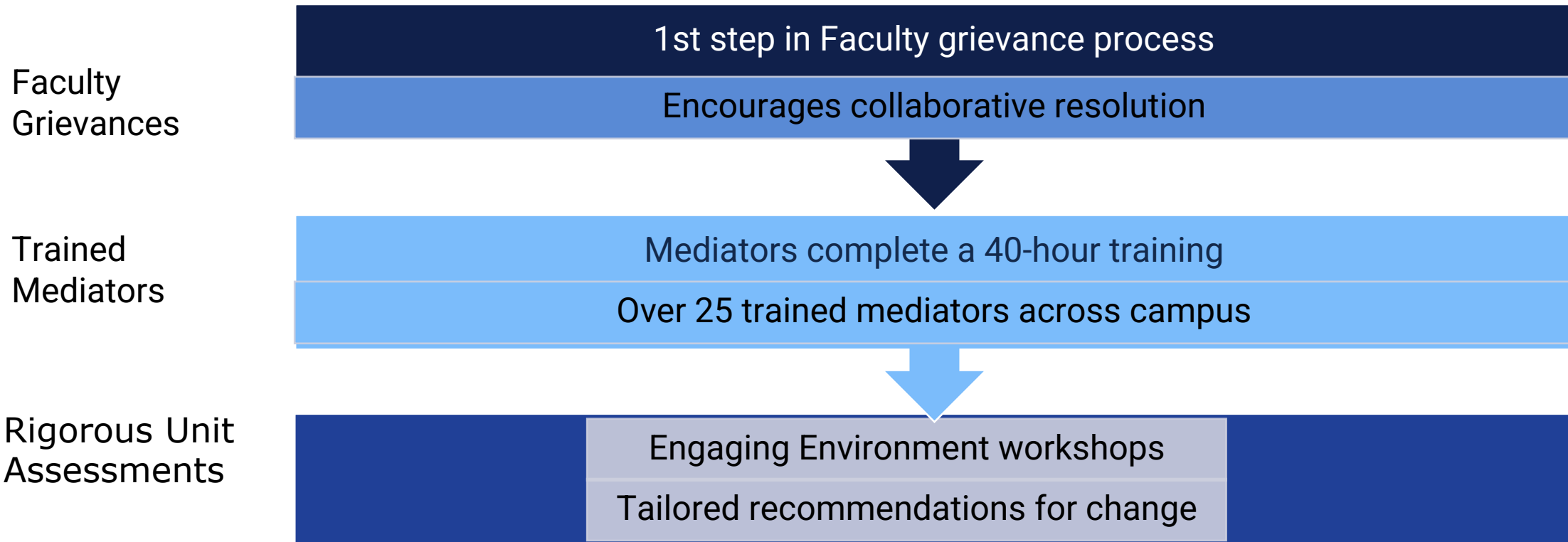
Dispute Resolution Services (DRS)

An informal way to resolve workplace differences and identify problem-solving options and opportunities.



Dispute Resolution Services

The options may include consultation, facilitation, or mediation.



Reasonable Accommodations



Reasonable Accommodations

Disability & Medical Condition

- OAE ADA Coordinator
- Request for Reasonable Accommodation Form

Pregnancy & Postpartum

- OAE & Title IX Coordinator
- Request for Reasonable Accommodation Form

Religious Requests

- Attestation of Religious Beliefs
- Request for Religious Accommodation Form

Student Requests

- Disability Resource Center reports to OAE
- Facilitates student accommodation request process

Affirmative Action and Equal Opportunity

The University is:

- Prohibited from discriminating against those in a protected class or status; and
- Required to take affirmative action steps to ensure equal opportunity in all aspects of employment.

University Units conducting hiring must:

- Take affirmative action steps to attract, recruit and retain a diverse workforce.
- Target outreach to underrepresented groups; and
- Work with OAE to implement affirmative action programs to increase the minority and female presence in the workplace.

Thank you!

809 S. Marshfield Ave.,
Room 717
Chicago, IL 60612-7207

Online: <http://oae.uic.edu>

Email: titleix@uic.edu
Email: oaeada@uic.edu

Phone: 312-996-8670

- **Questions/Discussion**



**Office for Access
and Equity**

Faculty & Staff Giving Campaign

Kristen Kepnick





AHS Inclusive Excellence Task Force

Culture & Climate Survey

David Marquez



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Culture & Climate Survey Committee Update

- Monthly meetings with Dean Crespo
- **Next steps:**
 - **Formation of Accountability Committee**
 - Includes department/unit representatives voted by faculty and staff that represent staff, clinical, TT and non-TT faculty, to ensure all positions are represented.
 - Nomination and voting process conducted by Culture & Climate Survey Committee.
 - Webtools link will be sent to College listserv for nominations and voting, respectively.
 - Goal to conduct voting in February 2023 for official committee start in March 2023.
 - A non-voting member will provide logistical support and liaise with the College administration to the committee and to organize meetings.
 - Accountability Committee serves in advisory role to the Dean.

Culture & Climate Survey Committee Update

- What to expect as an Accountability Committee member
- Members have rotating 2-3 years of service to ensure institutional memory of committee.
- **The committee oversees the implementation of the following recommendations:**
- Form a transparent college-level reporting mechanism that captures individuals' experiences.
- Create a 5-year action plan for:
 - Department/unit mitigation plans to address department/unit specific issues raised in C&C report.
 - Identification of areas of concern as well as best practices in areas of success.
- Ensure that a Culture & Climate Survey is conducted and disseminated every 5 years.

Culture & Climate Survey Committee Update

- **Questions/Discussion**

State of the College

Carlos Crespo

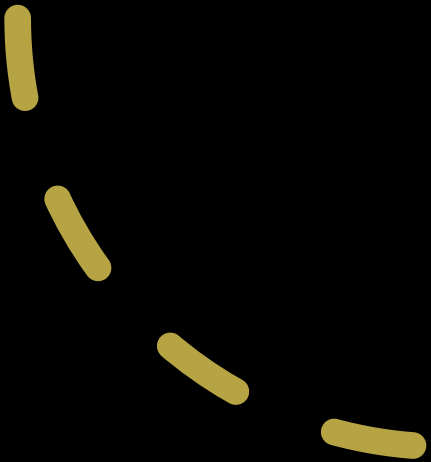




December 2, 2022
College of Applied Health Sciences

Carlos J. Crespo
Dean

Major Points



Major Points



LISTENING



DOING

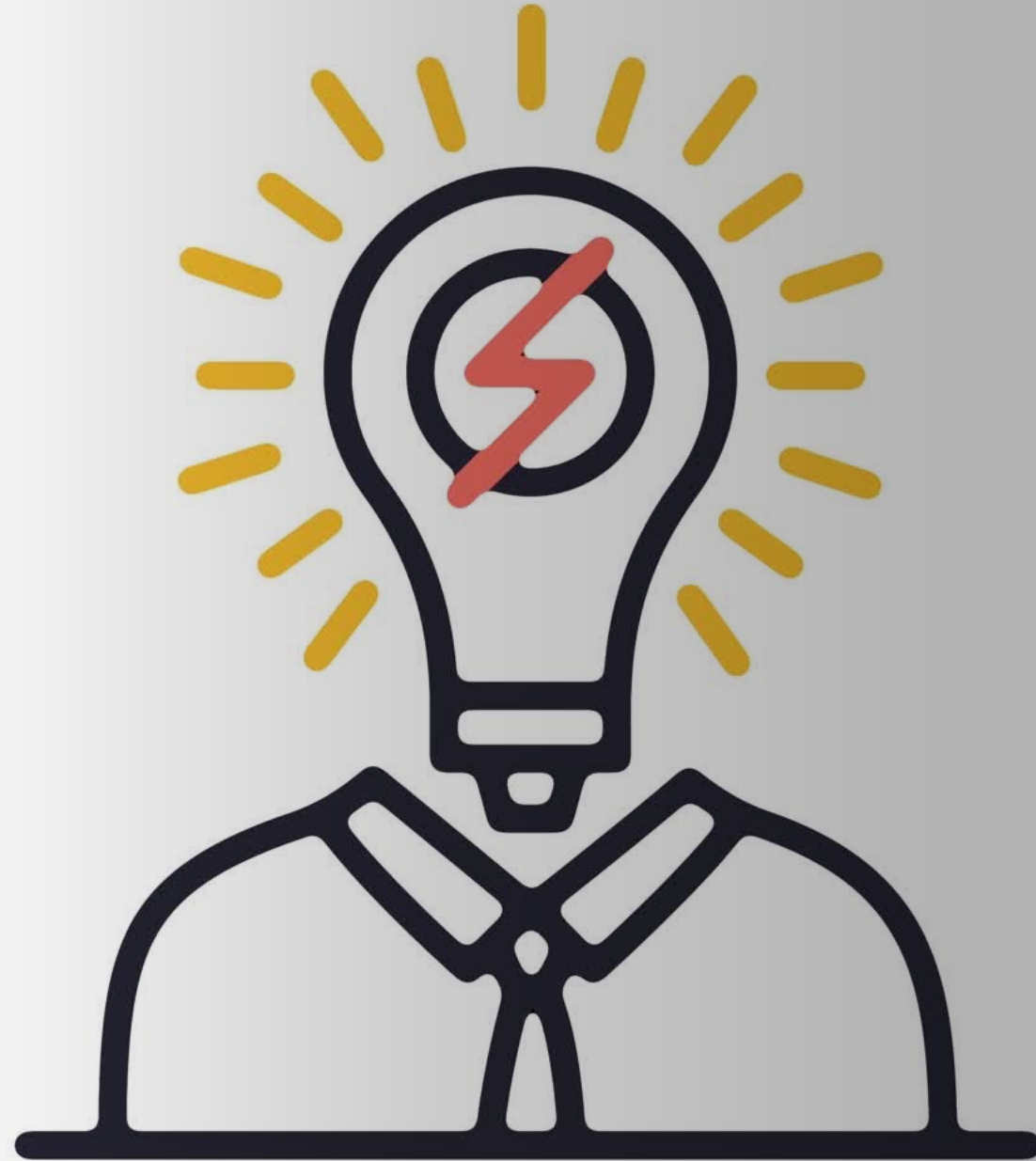


VISIONING

Home

100 E 14th Street, Apt 804
Chicago IL 60605







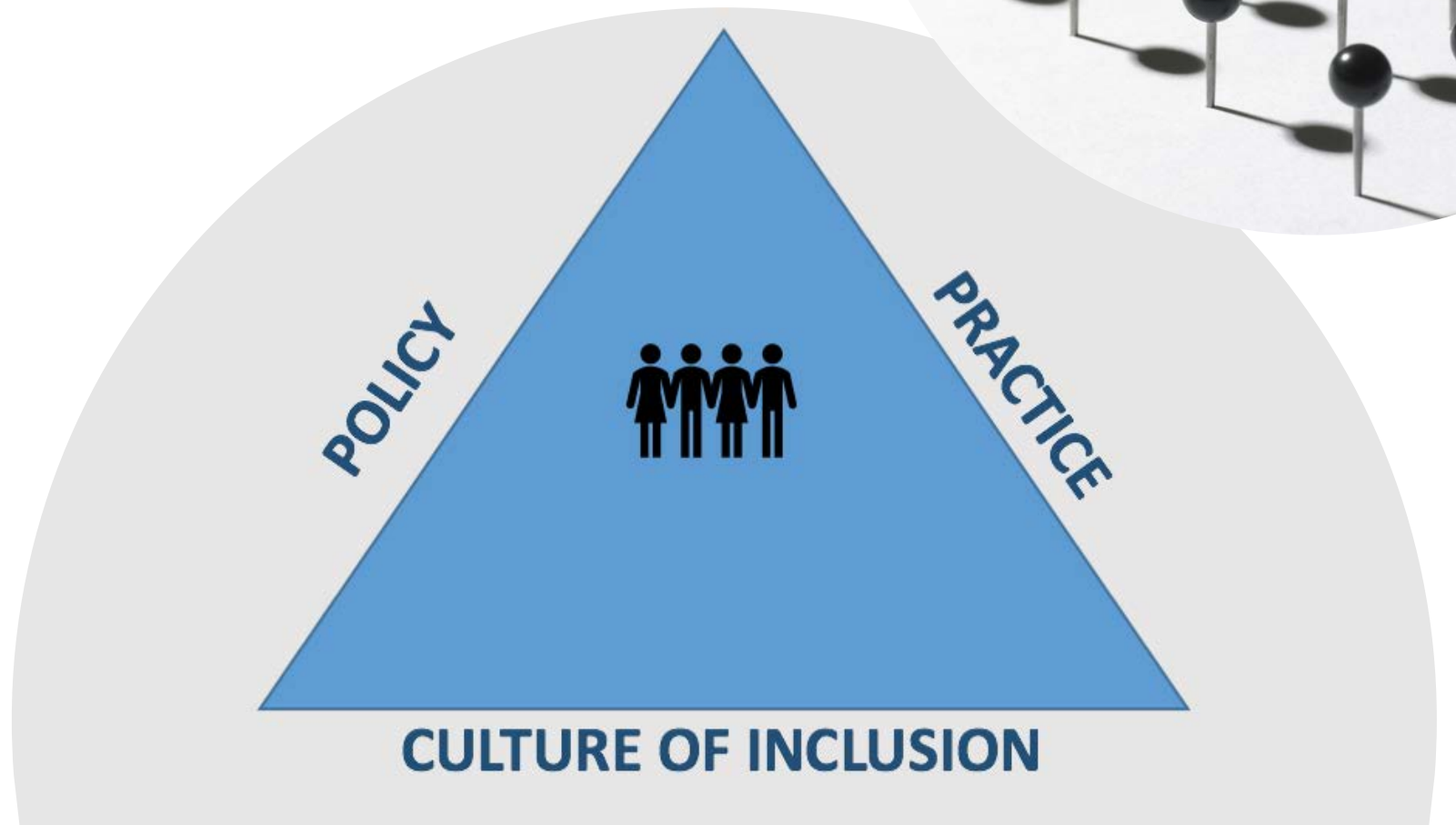
Dean's Goal

To create the most positive and productive environment to train a diverse health science workforce



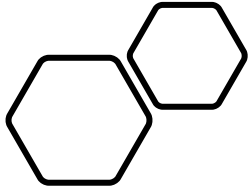


VALUES



- Space optimization
- Undergraduate development
- New Academic Program Research





Bus shuttle:

<https://transloc.com/app/>





Staffing

- Associate Dean – DEI
- Occupational Therapy Head
- Development Director
- Urban Health Director
- IT Searches (n=2)
- External Advisory Boards



Budget: Compared to FY 21

Tuition allocation increased
\$668,651

Restoration of 50% of FY 21
budget cut

State budget increased
\$1,850,601

FY 23 permanent state budget:
\$21,049,562

Installation in 5 PEB
classrooms this fall

Other classrooms in spring
and summer

\$844,000+ from the VCHA
to replace classroom
instructional technology

Integrative Physiology Lab
renovation





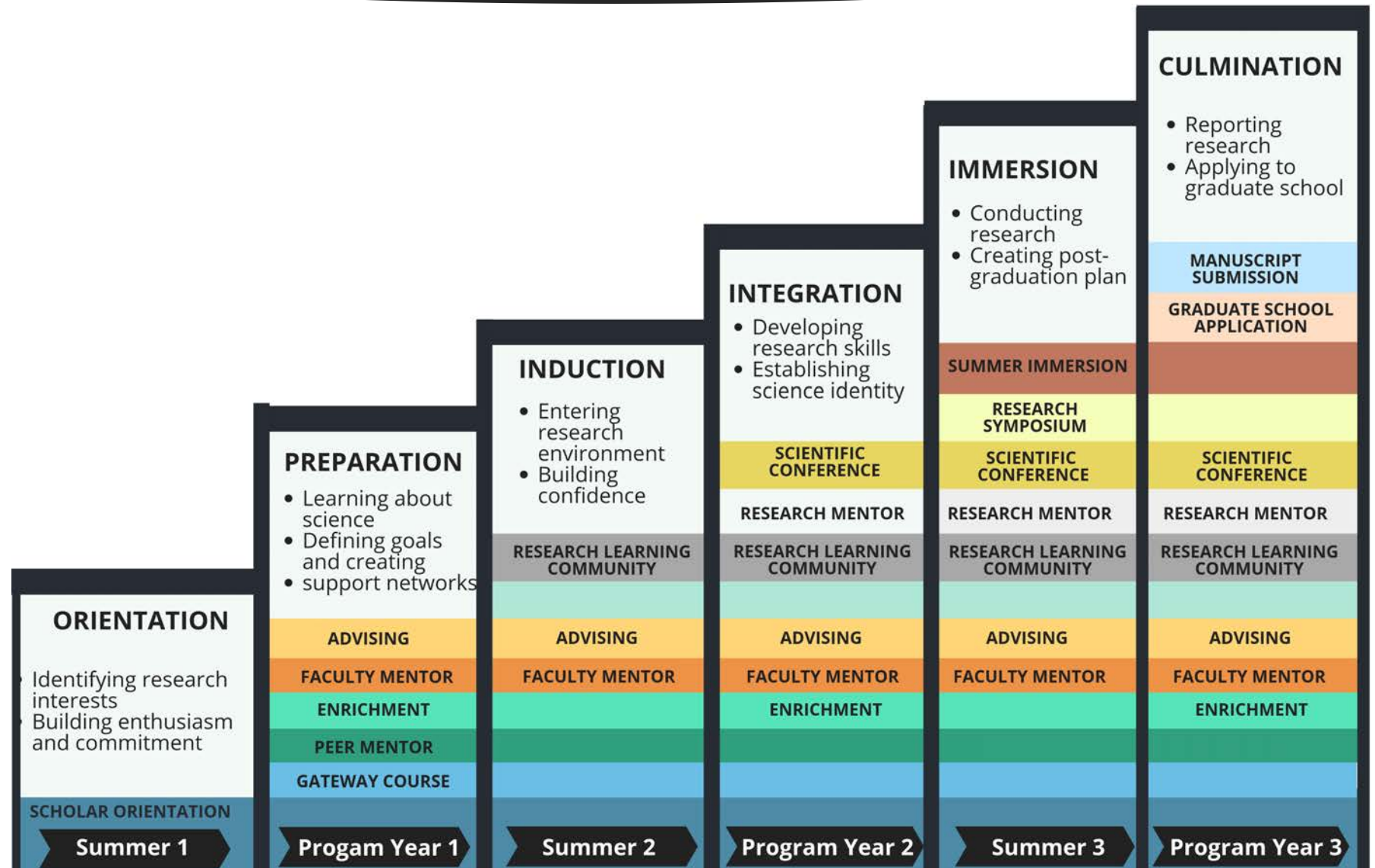


Vision



Private Public Partnerships and College of Applied Health Sciences

Undergraduate Health Science Research



Research and
Academic
Optimization

DEGREE PROGRAMS



- Hanover Research Group
 - <https://www.hanoverresearch.com>
- Lewis-Burke Group
 - <https://lewis-burke.com/sectors/>
- EAB
 - <https://eab.com/>



Strategic Partnerships

- Rockford
- Discovery Partners Institute
- Universidad Nacional Autonoma de Mexico
- Universidad Queretaro Mexico
- Others: Rush, Schwab, Mile Square

Questions/Discussion



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The End

