



2011 BRINGING ADMINISTRATORS TOGETHER CONFERENCE

TABLE OF CONTENTS

I. ABOUT THE CONFERENCE.....	1
II. REGISTRATION.....	2
III. DIRECTIONS.....	2
IV. PROGRAM SCHEDULE.....	4
V. WORKSHOP GRID.....	5
VI. WORKSHOP DESCRIPTIONS.....	6
VII. ASK THE EXPERTS.....	11

I. ABOUT THE CONFERENCE

Target Audience:

The target audience for this conference is UIC academic fiscal officers and school/college/department administrators with high-level research, human resources, and business and finance responsibilities.

Mission:

This professional development conference will strive to provide the target audience with knowledge, resources, and networking opportunities to enable them to manage the challenges they face and pursue excellence in their roles at the University. The conference planning team defines professional excellence as:

- being proactive through forecasting and planning versus being reactive;
- being open to different ways of doing business and developing creative solutions to business problems;
- breaking down silos and establishing connections across disciplines;
- seeing the big picture and understanding one's contribution to it;
- networking and collaborating both within one's department, as well as with other departments and units;
- actively developing one's professional career and the careers of staff members; and,
- having a firm understanding of the UIC environment – being aware of changes that significantly impact the University and implementing goals that support the UIC strategic plan.

Goals:

The primary goals of the conference include the following:

- (1) to facilitate the sharing of best practices, new knowledge, tips, and tools that are relevant to this target audience and that can be passed down to their staff;
- (2) to provide a forum for this target audience to share problems and concerns and develop possible solutions for some of the most challenging issues they face;
- (3) to encourage networking and collaboration across units, departments, and schools/colleges; and,
- (4) to recognize the importance of the work being done by this group of administrators and foster a greater sense of purpose and camaraderie.

Theme:

The content of the conference (workshops, plenary sessions, etc.) is designed around a theme which changes with each conference. The theme for the 2011 conference is ***“Empowering UIC’s Performance & Achievement Through Teamwork”***. This theme was chosen so that the conference planning team could aim to provide targeted and informative sessions that will help the target audience proactively manage the University’s strategic vision and goals.

Conference Sponsors:

- Jerry L. Bauman, Interim Vice Chancellor for Academic Affairs and Provost
- Joe G.N. Garcia, Vice President for Health Affairs (Interim) and Vice Chancellor for Research
- Maureen Parks, Executive Director and Associate Vice President of Human Resources
- Heather J. Haberaecker, Executive Assistant Vice President for Business & Finance

Conference Planning Team:

- Jacqueline Berger, OVCR, Director of Communications
- Mary Malcolm, OBFS, Assistant Director for Technical Training
- Courtney Stephan, OBFS, Assistant Director of Business and Finance
- Joanna Sojka, OBFS, Coordinator of Business & Financial Services

II. REGISTRATION

Registration for the conference is closed. Please contact the Conference Planning Team at uicadconf9@uillinois.edu with any questions.

III. DIRECTIONS

The UIC Forum is located at 725 West Roosevelt Road (on the corner of Roosevelt Road and Halsted Street). The main entrance to the building faces Halsted.

Driving Directions:

From the south: Take the Dan Ryan Expressway (I-94 W). Take Exit 52B toward Roosevelt Road/Taylor Street. Stay straight to go onto Ruble Street. Turn left onto West Roosevelt Road.

From the north: Take the Kennedy Expressway (I-90 E). Take the Taylor Street exit 52A toward Roosevelt Road. Stay straight to go onto South Union Avenue. Turn right onto Roosevelt Road.

From the east: US – 41S/Edens Expressway becomes I-94 E. Merge onto I-90 E/I-94 E. Take the Taylor Street exit 52A toward Roosevelt Road. Stay straight to go onto South Union Avenue. Turn right on Roosevelt Road.

From the west: Take the Eisenhower Expressway (I-290 E). Take the Ryan Expy/I-90 E/I-94 E exit toward Indiana. Take the Taylor Street exit 52A toward Roosevelt Road. Stay straight to go onto South Union Avenue. Turn right on Roosevelt Road.

Parking:

The main parking lot for the UIC Forum is Lot 5C (located at 1135 South Morgan St. on the corner of Morgan & Roosevelt). In order to receive free relocation, you will need to present your current parking hang tag to the cashier upon exit. For those who do not have a valid UIC parking assignment, there will be a fee to park. See map for details: https://fimweb.fim.uic.edu/CampusMaps/UICVisitorMap_E_8.5x11.pdf

Public Transportation:

The closest public transportation options are the following CTA buses (which can be taken to Blue, Green, Orange or Red 'L' lines), the Intracampus Shuttle, and the Halsted Street Metra Station:

North-South HALSTED BUS #8, Roosevelt Stop:

http://www.transitchicago.com/riding_cta/busroute.aspx?RoutelId=167

- Southbound Halsted Bus #8 stops just south of the UIC Forum (Halsted & Roosevelt)
- Northbound Halsted Bus #8 stops just north of the UIC Forum (Halsted & Roosevelt)

East-West ROOSEVELT BUS #12, Halsted Stop:

http://www.transitchicago.com/riding_cta/busroute.aspx?RoutelId=173

- Eastbound Roosevelt Bus #12 stops just east of Halsted, right in front of the UIC Forum
- Westbound Roosevelt Bus #12 stops just east of Halsted, across the street from the UIC Forum

Eastbound 16th-18th BUS #18, Halsted Stop:

http://www.transitchicago.com/riding_cta/busroute.aspx?RoutelId=177

- Eastbound 16th-18th Bus #18 stops just east of Halsted, right in front of the UIC Forum

Intracampus Shuttle:

http://fmweb.fm.uic.edu/Trans/Intracampus_Weekday.pdf

- Stops on Halsted between Taylor and Roosevelt.

Halsted Street Metra Station (on Halsted between 15th & 16th streets):

http://metrarail.com/metra/en/home/maps_schedules/metra_system_map/bnsf/station.HALSTED.html

For more information please visit:

UIC Campus map:

https://fimweb.fim.uic.edu/CampusMaps/UICVisitorMap_E_8.5x11.pdf

UIC Forum website:

<http://www.uic.edu/depts/uicforum/directions.shtml>

Chicago Transit Authority website:



<http://www.transitchicago.com/>

IV. PROGRAM SCHEDULE

Wednesday, April 27, 2011		
8:00 AM - 8:30 AM	Check In	Atrium
8:30 AM - 9:30 AM	Ask the Experts Session The Ask the Experts session will provide you with an opportunity to speak with subject matter experts from various UIC and UA support units in order to get certain questions answered, learn more about the unit, share concerns and ideas, and/or simply to meet individuals you normally communicate with via phone or email.	Main Hall C
9:30 AM - 10:45 AM	Opening Remarks - Walter K. Knorr, Vice President/CFO and Comptroller Campus Update Paula Allen-Meares, Chancellor Jerry L. Bauman, Interim Vice Chancellor for Academic Affairs and Provost	Main Hall AB
10:45 AM - 11:00 AM	Break	
11:00 AM - 12:15 PM	Workshop Breakout Session 1:	
	- Status of the Administrative Review & Restructuring Initiative at the University Level	Rooms D/E
	- The Civil Service Audit and Beyond: Job Analysis and Conversions at UIC	Main Hall AB
	- New and Upcoming Business and Finance Policies and Systems	Rooms G/H
12:15 PM - 1:30 PM	Lunch & Sponsoring Unit Updates from Heather Haberaecker (Exec. Asst. VP for Business & Finance), Maureen Parks (Exec. Director and Assoc. VP of Human Resources), and Joe G.N. Garcia (VP for Health Affairs (Interim) and VC for Research)	Main Hall AB
1:30 PM - 2:30 PM	Workshop Breakout Session 2:	
	- Status of Academic Directions and the Administrative Review & Restructuring Initiative at UIC	Room D
	- Sponsored Programs Compliance: It's Not Just Vaporware!	Room E
	- Implementation of the Space Economy	Room F
	- Effective Management: Civil Service 101 - Part 1	Room G
	- Effective Administration to Support Commercialization of Research Discoveries	Room H
	- New Reporting Tools*	Room I
2:30 PM - 2:45 PM	Break	
2:45 PM - 3:45 PM	Workshop Breakout Session 3:	
	- Implementing Shared Service Centers	Room D
	- Motivating and Rewarding Employees	Room E
	- iBuy - Solutions for Problems You May Be Experiencing	Room F
	- Effective Management: Civil Service 101 - Part 2	Room G
	- Facilitating Research via Information Technology (Intro to OVCR Electronic Systems)	Room H
	- New Reporting Tools*	Room I
3:45 PM - 4:00 PM	Break	
4:00 PM - 5:00 PM	Presentation on How State, Federal, and Local Changes in Government Relations Affect UIC - Warren Chapman (Vice Chancellor for External Affairs) and Katherine Laing (Exec. Director of University Office of Governmental Relations)	Main Hall AB

* this workshop will be offered more than once

V. WORKSHOP GRID

WORKSHOP TITLES						
SESSION 1 (11:00am - 12:15pm)	Status of the Administrative Review and Restructuring Initiative at the University Level (UA-Executive Offices)		The Civil Service Audit and Beyond: Job Analysis and Conversions at UIC (HR-Compensation)		New and Upcoming Business and Finance Policies and Systems (OBFS-Payables & Business Info Systems)	
SESSION 2 (1:30 - 2:30pm)	Status of Academic Directions and the Administrative Review and Restructuring Initiative at UIC (OVCAA-Planning & Programs)	Sponsored Programs Compliance: It's Not Just Vaporware! (OBFS-Grants)	Implementation of the Space Economy (OVCAA-Budgeting & Program Analysis)	Effective Management: Civil Service 101 - Part 1 (HR-Comp, Labor & Employee Relations, and Employment Services)	Effective Administration to Support Commercialization of Research Discoveries (OTM & OVCR-Research Services)	New Reporting Tools (UA-Decision Support) 
SESSION 3 (2:45 - 3:45pm)	Implementing Shared Service Centers (OVCAA)	Motivating and Rewarding Employees (HR and OVCR)	iBuy - Solutions for Problems You May Be Experiencing (OBFS-Purchasing & Business Info Systems)	Effective Management: Civil Service 101 - Part 2 (HR-Comp, Labor & Employee Relations, and Employment Services)	Facilitating Research via Information Technology (Intro to OVCR Electronic Systems) (OVCR)	New Reporting Tools (UA-Decision Support) 

	Business/Finance Topics
	Budget Topics
	Research Topics
	Human Resources Topics
	Other Topics

HR = Office of Human Resources at UIC
 OBFS = Office of Business & Financial Services
 OTM = Office of Technology Management
 OVCAA = Office of the Vice Chancellor for Academic Affairs
 OVCR = Office of the Vice Chancellor for Research
 UA = University Administration

 = repeated workshop

VI. WORKSHOP DESCRIPTIONS

SESSION 1: 11:00AM - 12:15PM

STATUS OF THE ADMINISTRATIVE REVIEW & RESTRUCTURING INITIATIVE AT THE UNIVERSITY LEVEL

Presented By: Avijit Ghosh, Special Assistant to the President

Target Audience: Advanced

Description: This presentation will provide an overview of the purpose and goals of the Administrative Review and Restructuring (ARR) Initiative, recommendations from the report developed by the ARR working group, and the work of the implementation teams, including progress to date and next steps. Among the recommendations to be reviewed are those on information technology, human resources, strategic procurement and organizational structure.

Learning Objective: Gain a basic understanding of the ARR Initiative and its impact on the University campuses.

THE CIVIL SERVICE AUDIT AND BEYOND: JOB ANALYSIS AND CONVERSIONS AT UIC

Presented By: Anniese Lemond, Director of Compensation, Human Resources

Target Audience: Intermediate

Description: During this workshop, the presenter will share the current status of job analysis and review its impact on college/unit staff structures, i.e., job categories and titles, following the completed campus-wide initiative.

Learning Objectives: Receive an update of UIC's recent Civil Service audit and the plan of action.

NEW AND UPCOMING BUSINESS AND FINANCE POLICIES AND SYSTEMS

Presented By: Sandra Ehler, Executive Director, OBFS University Payables
Steve Wiggs, Director, OBFS University Payables
Darren Strater, Assistant Director, OBFS University Payables
Francis Jatico, Director, OBFS Business Development Services

Target Audience: All Levels

Description: This workshop will provide information on new and revised OBFS P-Card/Travel/Accounts Payable policies and systems. Included will be updates on the Contract Management System and the Travel Expense Management System.

Learning Objective: Receive an update on new and revised policies and systems.

STATUS OF ACADEMIC DIRECTIONS AND THE ADMINISTRATIVE REVIEW & RESTRUCTURING INITIATIVE AT UIC

Presented By: Lon Kaufman, Vice Provost for Planning and Programs

Target Audience: Advanced

Description: The presentation will review progress, findings, and recommendations of the five UIC Administrative Review and Restructuring (ARR) Task Forces with the main focus being the Academic Directions Task Force. Here the presentation will focus on identifying a process for assessing the academic qualities of UIC's 91 departments, lessons learned along the way, and the current status of the project. Discussion will be invited on how to integrate what we've learned through the Academic Directions process into an annual report that will also be useful for department heads and deans, and that will also inform the eight year IBHE Academic Program Review process and the 10-year NCA re-accreditation process.

Learning Objectives: 1) Learn the current status of the campus ARR task force and future plans for the campus ARR Task Force findings;
2) Receive detailed knowledge of the process used by the Academic Directions Task Force;
3) Gain an understanding of how we might integrate, synergize and, hopefully, not duplicate the academic directions processes with an annual report that can serve both our IBHE and NCA reporting requirements.

SPONSORED PROGRAMS COMPLIANCE: IT'S NOT JUST VAPORWARE!

Presented By: Vanessa Peoples, Executive Director, OBFS Grants and Contracts
Fuller Lyons, Associate Director, OBFS Grants and Contracts
LaShawnda Hall, Assistant Director, OBFS Grants and Contracts

Target Audience: Intermediate

Description: How vulnerable is your department during the federal audit? This workshop is designed to discuss the FY09 and FY10 federal A133 audit findings focusing on lessons learned and eminent changes. Although your award may not have been selected for audit this year, these findings apply to everyone conducting research and you will find through the case study format how vulnerable your departmental practices may be. We will give a high level overview of the overall process but more importantly, you will discover how you can address the practices deemed inappropriate, inadequate or unacceptable from the auditors' perspectives. All cases will be real cases based on UIC experiences but the names will be changed to protect the innocent.

Learning Objective: Understand how the recent federal compliance audits are changing the landscape of research administration at the department and central office level.

IMPLEMENTATION OF THE SPACE ECONOMY

Presented By: Todd Van Neck, Director of Budgeting and Program Analysis, OVCAA
Dale Rush, Resource and Policy Analyst, Budgeting & Program Analysis, OVCAA
Fernando Howell, Assistant Director, Facility and Space Planning
Jerry Lockwood, Assistant Director, Facility and Space Planning

Target Audience: Advanced

Description: In FY 2013, the campus is implementing a new model for distributing space cost to units. There will be a short presentation providing the rationale for the policy and a general overview of it. The majority of time will be used for detailed questions from participants about how it will work and the potential impact on their units.

Learning Objective: To gain a more detailed understanding of the space economy at UIC.

continued ...

SESSION 2: 1:30PM - 2:30PM (continued)

EFFECTIVE MANAGEMENT: CIVIL SERVICE 101 - PART 1

Presented By: Thomas H. Riley, Jr., Director of Labor and Employee Relations, Human Resources
Anniese Lemond, Director of Compensation, Human Resources
Mirta Mendez, Director of Employment Services, Human Resources

Target Audience: Intermediate

Description: This workshop will provide an overview of all aspects of Civil Service employment. It will cover a brief summary of the State University Civil Service System law and regulations, and related internal policies and procedures that are relevant for managing this employee category at UIC, including such topics as hiring, discipline and discharge, categories of union and open range, layoff and bumping, and a concise discussion on the status of the UIC job analysis project. **Please register for both parts 1 and 2.**

Learning Objectives: Develop a more in-depth understanding of Civil Service rules, policies and procedures as they relate to managing Civil Service employees.

EFFECTIVE ADMINISTRATION TO SUPPORT COMMERCIALIZATION OF RESEARCH DISCOVERIES

Presented By: Brenda Barrie, Grants and Contracts Coordinator, Office of Research Services
Jeremy Hollis, Technology Manager, Office of Technology Management

Target Audience: Intermediate

Description: Business managers and other administrative professionals who support research faculty and research programs need to have a good understanding of relevant University policies and practices to be effective. This workshop is focused upon research and commercialization and provides a review of key policies and practices, an examination of tools and forms, and information about activities that support effective administration to support commercialization of research discoveries.

Learning Objective:

- 1) Become familiar with University General Rules regarding research gifts, grants and contracts, technical tests, and preferential treatment of sponsors;
- 2) Become familiar with the processes supporting Material Transfer Agreements;
- 3) Understand the importance of the Disclosure of IP and Publication Rights form;
- 4) Become familiar with the invention disclosure process with the UIC Office of Technology Management;
- 5) Understand the importance of planning for successful protection of intellectual property;
- 6) Become familiar with the process of technology licensing and commercialization.

NEW REPORTING TOOLS *

Presented By: Beth Ladd, Assistant Director, Business Information, AITS
Mark Pollard, Functional Area Coordinator, Business Information, AITS

Target Audience: All Levels

Description: This workshop will cover universe options available for various reporting needs. Also, a new tool will be highlighted for trending expenditures, the **Expense Trends OLAP Cube in Excel**. A selection of sample reports will be highlighted, including the College or Department Multifund report, Single Grant overview (for a PI or Sponsored Research administrator), and more!

Learning Objectives:

- 1) Premiere expenditure analysis via Excel;
- 2) Assist users in identifying the best tool(s) to use based on their needs.

* this workshop will be offered more than once

Implementing Shared Service Centers

Presented By: Frank Goldberg, Vice Provost for Resource Planning and Management, OVCAA

Target Audience: Advanced

Description: Shared service centers are teams of business, finance, research and human resources administrators who service more than one department. In this session, participants will learn how to identify opportunities to create shared service centers, different models already in use, and their potential to reduce costs. Participants in this roundtable discussion will include administrators who have implemented shared service centers within their units, what they have learned and the pitfalls to avoid.

Learning Objective: To develop an understanding of the concept of shared service centers, different models that exist and how they can reduce costs.

Motivating and Rewarding Employees

Presented By: Jacqueline Berger, Director of Communications, Office of the Vice Chancellor for Research
Liz Budzik, Director of Resources Management, Human Resources

Target Audience: All Levels

Description: Employee recognition should be a permanent part of management's strategy to motivate employees and enhance job performance. The purpose of this session is to share techniques for motivating and rewarding employees across colleges and administrative units. Participants will be given the opportunity to brainstorm ideas and share best practices about informal recognition and rewards that support UIC Core Values during this interactive session.

Learning Objective: Learn new ways to reward your employees beyond salary increases.

iBuy - Solutions for Problems You May Be Experiencing

Presented By: Eugene Suwanski, Interim Director, OBFS Purchasing
Barbara Roemer, Associate Director of Production Support, OBFS Business Information Systems
Lauri Quick, Senior Coordinator / Software Analyst, OBFS Business Information Systems

Target Audience: All Levels

Description: This workshop will provide information about how to use the iBuy system more effectively. Based on information received from service desk tickets, we will review areas that are most challenging to users. Also, we will include helpful tips to improve your shopping experience.

Learning Objectives: 1) Set up a profile to ensure the accuracy of the requisition including finding shipping addresses;
2) Review enhanced search functionality to find suppliers and products;
3) Use requisition history to locate returned requisitions and/or rejected purchase orders.

continued ...

Effective Management: Civil Service 101 - Part 2

Presented By: **Thomas H. Riley, Jr.**, Director of Labor and Employee Relations, Human Resources
Annie Lemond, Director of Compensation, Human Resources
Mirta Mendez, Director of Employment Services, Human Resources

Target Audience: Intermediate

Description: This workshop will provide an overview of all aspects of Civil Service employment. It will cover a brief summary of the State University Civil Service System law and regulations, and related internal policies and procedures that are relevant for managing this employee category at UIC, including such topics as hiring, discipline and discharge, categories of union and open range, layoff and bumping, and a concise discussion on the status of the UIC job analysis project. **Please register for both parts 1 and 2.**

Learning Objectives: Develop a more in-depth understanding of Civil Service rules, policies and procedures as they relate to managing Civil Service employees.

Facilitating Research via Information Technology (Intro to OVCR Electronic Systems)

Presented By: **Mauneel Desai**, Executive Director, Research Information Systems Technology
Himanshu Sharma, Specialist, OVCR Technical Support

Target Audience: All Levels

Description: This workshop will provide an introduction to OVCR electronic systems (REDCap, RiSCWeb, caTissue and ORSWeb) and their impact on research. REDCap is a secure web application for building and managing online databases and surveys. RiSCWeb is a web-based full-cycle protocol submission and tracking system which allows researchers to submit their IRB submissions online. caTissue Suite is caBIG's biorepository tool for biospecimen inventory management, tracking, and annotation. ORSWeb is an online document delivery platform connecting Office of Research Services and research personnel across the UIC campus.

Learning Objectives: 1) Discover how REDCap provides audit trails for tracking data manipulation, user activity and automated export procedures;
2) Hear how RiSCweb provides automatic routing and tracking of submissions in real time;
3) Review how caTissue permits users to enter and retrieve data concerning the collection, storage, quality assurance, and distribution of biospecimens;
4) Discover how ORSWeb allows researchers to submit grant applications and other pre-award documents via a simple but efficient web-interface.

NEW REPORTING TOOLS *

Presented By: **Beth Ladd**, Assistant Director, Business Information, AITS
Mark Pollard, Functional Area Coordinator, Business Information, AITS

Target Audience: All Levels

Description: This workshop will cover universe options available for various reporting needs. Also, a new tool will be highlighted for trending expenditures, the **Expense Trends OLAP Cube in Excel**. A selection of sample reports will be highlighted, including the College or Department Multifund report, Single Grant overview (for a PI or Sponsored Research administrator), and more!

Learning Objectives: 1) Premiere expenditure analysis via Excel;
2) Assist users in identifying the best tool(s) to use based on their needs.

* this workshop will be offered more than once

VII. ASK THE EXPERTS

This session provides you with an opportunity to speak with subject matter experts from various UIC and UA support units face-to-face in order to get certain questions answered, learn more about a unit, share concerns and ideas, and/or simply to meet individuals you normally communicate with via phone or email. It is an unstructured session and you can move to as many different tables as you want.

8:30AM - 9:30AM, MAIN HALL C		
UNIT NAME:	EXPERTS:	
OBFS - Student Financial Services & Cashier Operations	Deborah Rahn	Director
	Joseph Shroyer	Associate Director
OBFS - Training & Communications	Marietta Walton	Executive Director
	Mary Malcolm	Assistant Director, Technical Training
	Jennie Situ	Training Assistant
	Tricia Ransom	Instructional Designer
OBFS - Office of Business Development Services	Francis Jatico	Director
	Patricia Menguito	Associate Director
	Mike Hallahan	Assistant Director
	Nester Komolafe	Contract Coordinator
OBFS - University Payables / P-Card	Sandy Ehler	Executive Director
	Steve Wiggs	Director, Corporate Card Programs
	Jim Martinie	Director, University Payables
	Darren Strater	Assistant Director, University Payables
OBFS - Purchasing & iBuy	Eugene Suwanski	Interim Director
	Nancy Reynolds	Purchasing Officer, iBuy Trainer
	iBuy:	
	Barbara Roemer	Associate Director, BIS Production Support
OBFS - Grants & Contracts	Lauri Quick	Sr. Coord., BIS Software Analyst
	Vanessa Peoples	Executive Director
	Mee Mee Lee-Choi	Associate Director
	Fuller Lyons	Associate Director
	Etzer Cantave	Assistant Director
	LaShawnda Hall	Assistant Director
OBFS - University Accounting & Financial Reporting	Edward Seighman	Assistant Director
	Jan Gill	Assistant Controller
	Nick Deitch	Financial Accounting and Reporting Specialist
	John Laroe	Business and Financial Coordinator
	Brent Rasmus	Associate Director, University Accounting Services
Roger Wade	Business and Financial Coordinator	

8:30AM - 9:30AM, MAIN HALL C (continued)

UNIT NAME:	EXPERTS:	
OBFS - University Payroll & Benefits Service Center		
	Laurie Pitner	Advisor, University Payroll & Benefits
	Saundra Hester	Director, Payroll & Benefits
	Laura Barnett	Assistant Director, Payroll & Benefits Services
	Pam Hatton	Payroll Manager
	Brenda Butts	Assistant Director, Payroll & Benefits Service Center
Tim Gavin	Coordinator, Benefits Service Center	
HR - Organizational Effectiveness	Kim Morris Lee	Director
	Laurie Schellenberger	Visiting Human Capital Dev. Coordinator
HR - Compensation	Annieste Lemond	Director
	Sadonia Milsap	Compensation Analyst
HR - Labor & Employee Relations	Tom Riley	Director
HR - Recruitment & Staffing	Mirta Mendez	Associate Director
	Patricia Barrera	Assistant Director
UA - Decision Support (Data Warehouse)	Beth Ladd	Assistant Director
	Mark Pollard	Functional Area Coordinator - HR
UA - Office of Capital Programs & Real Estate Services	Ellen Hamilton	Director of Real Estate Services
	Tomeiko Windham Sewell	Real Estate Specialist
UA - Office of University Audits	Neal Crowley	Director at Chicago
	Jeff Mina	Enterprise-wide Auditor
	Andrew Mosio	IT Auditor
UA - University Ethics Office	Donna McNeely	University Ethics Officer
OVCR - Office of Research Services / Research Development Services / Conflict of Interest	Luis Vargas	Executive Director, Office of Research Services
	Tony Halford	Program Coordinator, Research Development Services
	Jacquelyn Jancius	Conflict of Interest Coordinator

8:30AM - 9:30AM, MAIN HALL C (continued)

UNIT NAME:	EXPERTS:	
VCAS - Facility Information Management	Darlene Ebel	Director
	Sandra Archer	Resource and Policy Analyst
	Peggy Schneider	CAD Specialist
VCAS - Facilities Management	Clarence Bridges	Director of Operations and Maintenance
	Viktor Gliozzeris	Assistant Director, Systems & Services
	Vy Milunas	Director of Project Management
	Mike Hallman	Assistant Director for Financial Services
VCAS - Office of Sustainability	Cynthia Klein-Banai	Associate Chancellor for Sustainability
	Lauren Smith	Graduate Assistant
OVCAA - ACCC-Telecom	Josh Naylor	Assistant Director
	Brian Ng	Research Programmer
	Frank Fernandez	Research Programmer
	Tee Green	Assistant Manager of Operations Services
OVCAA - Faculty Affairs HR	Angela Yudt	Director
	Amira Ghadeer	Assistant Director
OVCAA - Office of Institutional Research	Mary Lelik	Director of Institutional Research
	Edward Valentine	Coordinator of Business Systems Users
OVCAA & OBFS - Budgeting	Russ Biskup	Director, Budget and Financial Analysis (OBFS)
	Todd Van Neck	Director, Budgeting and Program Analysis (OVCAA)
CHANC - Office of Access & Equity	Caryn Bills-Windt	Director