

<p><i>Title:</i></p>	<p>Proposal to Reorganize and Rename the Center for Human Resource Management as the Institute for Leadership Excellence and Development (iLEAD).</p>
<p><i>Sponsor:</i></p>	<p>College of Business Administration, UIC</p>
<p><i>Executive Summary:</i></p>	<p>The UIC Center for Human Resource Management (CHRM) is dedicated to discovering practical methods to making workplaces better through rigorous, applied research. CHRM works with employers and employees in Chicago and beyond to conduct action-oriented, custom-designed research on topics such as leadership, employee engagement, work and family intersections, women's careers, gender and diversity in the workplace, personality traits and employment selection. Approved by the Illinois Board of Higher Education as a permanent center in 2008, CHRM was established as a collaborative venture between the UIC College of Business Administration, UIUC School of Labor and Employment Relations, and UIUC College of Business. UIC and UIUC now proposed to transfer the administration of the CHRM solely to UIC – reorganizing it as a center at Chicago alone. In addition, to better reflect the focus of the Center and respond to feedback received from business stakeholders, the Center proposes to change their name to the Institute for Leadership Excellence and Development (iLEAD).</p>
<p><i>Description:</i></p>	<p>The UIC Center for Human Resource Management (CHRM) is dedicated to discovering practical methods to making workplaces better through rigorous, applied research. CHRM works with employers and employees in Chicago and beyond to conduct action-oriented, custom-designed research on topics such as leadership, employee engagement, work and family intersections, women's careers, gender and diversity in the workplace, personality traits and employment selection.</p> <p>Approved by the Illinois Board of Higher Education as a permanent center in 2008, CHRM was established as a collaborative venture between the UIC College of Business Administration, UIUC School of Labor and Employment Relations, and UIUC College of Business. UIC and UIUC now proposed to transfer the administration of the CHRM solely to UIC – reorganizing it as a center at UIC alone.</p> <p>The transfer of CHRM was originally discussed in September 2013 at the initiation of Jenny Hoobler (Chicago – CHRM Co-Director), Sandy Wayne (Chicago – CHRM Co-Director), and Fritz Drasgow (Urbana – formerly CHRM Co-Director; currently Interim Dean, School of Labor and Employment Relations). Subsequently, a series of discussions ensued between the UIC College of Business Administration (CBA) and UIUC School of Labor and Employment Relations (LER) to address the benefits and costs of the transfer. Both units agreed that the move would be</p>

	<p>advisable since UIC CBA faculty were most interested in continued involvement in the initiatives of the Center and CBA was willing to provide financial support for the Center. The UIUC College of Business also endorsed the transfer.</p> <p>As of the summer and fall of 2013, UIUC transferred the funding from the existing CHRM accounts to CBA at Chicago. CBA and UIUC agreed to split in half the remaining monies in the research grant award accounts. Further, as of FY14, CHRM receives some financial support from UIC CBA and has no ongoing financial relationship with UIUC.</p> <p>In FY2013, the position of Associate Director of CHRM became open. It has since been filled by a part-time Associate Director and is now housed within CBA at Chicago. At present, the leadership of the Center (two co-directors who also hold faculty appointments and an associate director) are all affiliated with and housed at CBA in Chicago.</p> <p>Finally, the Center also proposes to change its name to better reflect the focus of the Center, as well as respond to feedback received from business stakeholders. The new name would be the Institute for Leadership Excellence and Development (iLEAD).</p> <p>Formally reorganizing and renaming the center would allow UIC CBA to change the Center name on all relevant materials, make necessary alterations to the Center’s website, and update other business and marketing materials to reflect their new name and reorganization.</p>
<p><i>Justification:</i></p>	<p>The reorganization of the Center – from an administrative partnership with UIUC to a unit solely administered by UIC – will formally acknowledge a change that already occurred in practice. All parties agree that the reorganization is advisable since CBA faculty are most interested in supporting the initiatives of the Center and CBA is willing to provide financial support.</p> <p>The renaming of the Center resulted from conversations with CHRM affiliates, faculty and business stakeholders – all whom provided feedback on several name options. Based on survey feedback and a belief that the Center needs a name that better represents the focus of the faculty and Center’s activities, we propose to rename the CHRM as the Institute for Leadership Excellence and Development (iLEAD). We feel the new name will signal to internal as well as external constituents the mission and activities of our Institute/Center.</p> <p>Letters of support for the reorganization and renaming from the UIUC School of Labor and Employment Relations and UIUC College of Business are enclosed.</p>
<p><i>Catalog Statement:</i></p>	<p>Not applicable, as the Center does not offer academic programs.</p>

<i>Minority Impact Statement:</i>	Not applicable. This is a change not affecting students in any way. We consist of faculty and staff directors, and have external relationships with business organizations.
<i>Budgetary and Staff Implications:</i>	The only change to resources will be our own internal costs to revise our website and change a small number of printed materials. All other financial and staffing issues have been previously considered and addressed.
<i>Library Resource Implications:</i>	There is no impact on library resources since the mission and initiatives of the Center are not changing, only the administrative structure and name.
<i>Space Implications:</i>	There will be no impact on space, as all faculty and staff offices will remain the same.
<i>Unit (e.g. department) approval date:</i>	February 28, 2014
<i>College (educational policy committee, faculty) approval dates:</i>	March 7, 2014
<i>Contact Person:</i>	Tina Happel, Associate Director, Center for Human Resource Management, tinahap@uic.edu Jenny Hoobler, Associate Professor of Management and Co-Director, CHRM jhoobler@uic.edu Sandy Wayne, Professor of Management and Co-Director, CHRM sjwayne@uic.edu
<i>Proposed Effective Date/Term:</i>	Fall 2014

Wright, Dana

From: Christina Happel <tinahap@uic.edu>
Sent: Friday, April 04, 2014 8:26 AM
To: Wright, Dana
Subject: Fwd: CHRM Proposal -Action Needed

Hi Dana,

Please see the second endorsement needed from Dean Drasgow below.

Thanks for your patience!

Best,
Tina

Tina Happel
University of Illinois at Chicago
Associate Director, UIC Center for Human Resource Management
Phone: (312) 996-6567
UICBUSINESS

Begin forwarded message:

From: "Drasgow, Fritz" <fdrasgow@illinois.edu>
Subject: RE: CHRM Proposal -Action Needed
Date: April 3, 2014 2:42:18 PM CDT
To: "DeBrock, Lawrence M" <ldebrock@illinois.edu>, "Happel, Christina (UIC)" <tinahap@uic.edu>, "Hovel, Lynne A" <lhovel@illinois.edu>, "Vazquez, Heather Finneran" <hvazquez@illinois.edu>, "McCallen, Mary K" <mccallen@illinois.edu>
Cc: "Wayne, Sandra J (UIC)" <SJWayne@uic.edu>, "Hoobler, Jennifer M (UIC)" <jhoobler@uic.edu>, "Northcraft, Gregory B" <northcra@illinois.edu>

I also confirm that the School of Labor and Employment Relations at the University of Illinois at Urbana-Champaign is in support of the transfer of the administration of (the former) CHRM solely to UIC and the renaming of the Center.



Fritz Drasgow
Interim Dean and Professor
School of Labor and Employment Relations

From: DeBrock, Lawrence M
Sent: Thursday, March 20, 2014 2:29 PM
To: Happel, Christina (UIC); Drasgow, Fritz
Cc: Wayne, Sandra J (UIC); Hoobler, Jennifer M (UIC); Northcraft, Gregory B
Subject: RE: CHRM Proposal -Action Needed

With this note I confirm the College of Business at the University of Illinois at Urbana-Champaign is in support of: 1) the transfer of the administration of (the former) CHRM solely to UIC as well as 2) the renaming of the center.



Larry DeBrock
Josef and Margot Lakonishok Endowed Dean

From: Christina Happel [<mailto:tinahap@uic.edu>]
Sent: Thursday, March 13, 2014 9:22 AM
To: DeBrock, Lawrence M; Drasgow, Fritz
Cc: Wayne, Sandra J (UIC); Hoobler, Jennifer M (UIC)
Subject: CHRM Proposal -Action Needed

Dear Deans DeBrock and Drasgow,

As you are aware, the Center for Human Resource Management (CHRM) is being reorganized. As part of this process we are renaming the Center the "Institute for Leadership Excellence and Development (iLEAD)." To do this, a proposal must go through campus governance and ultimately the Illinois Board of Higher Education. As part of this process, I am writing to please request a letter or email of endorsement from both of you in support of: 1) the transfer of the administration of (the former) CHRM solely to UIC as well as 2) the renaming of the center.

Please see the attached proposal for more information.

Please let me know if you have any questions or concerns. Would you please respond to this request by Friday, March 21, 2014?

Sincerely,

Tina Happel

Associate Director, Center for Human Resource Management

University of Illinois at Chicago

Phone: (312) 996-6567

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