



EQUITY ☆ OPPORTUNITY ☆ EXCELLENCE

AAAP Advocate

Association of Academic Professionals
University of Illinois at Urbana-Champaign
Affiliate, Illinois Education Association (IEA/NEA)
217/337-5174, aap@shout.net, www.shout.net/~aap/

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More T-contracts Coming

At the beginning of the year, the University of Illinois was told by the Illinois Board of Higher Education to cut roughly 25 percent to 30 percent of its administrative positions, including those in student and research support and development. Many of these cuts will come at the expense of academic professionals and Civil Service employees who do not have teaching duties and, therefore, can be loosely classified as “administrators.”

Already, some units have begun issuing terminal contracts. Administrative Information Technology Services is laying off 30 percent of its APs and Civil Service employees. ITCS, a unit in the college of Agricultural, Consumer and Environmental Sciences, has notified five employees that they will be receiving terminal contracts.

The terminations last year included unionized Civil Service employees who have a union contract that stipulates how employees are selected for termination, and specifically outlines how those terminations will be handled.

However, since APs work without a union contract, they have no set procedures for terminations, except that non-visiting APs not on soft money receive a one-year notice if they have worked at the University five or more years, or a 6-month notice if they have worked less than five years. There are no consistent criteria, such as length of service or performance reviews, for determining which APs will be fingered to receive terminal contracts. Instead, a manager can arbitrarily determine whom to let go, or worse, the head of the unit, who is unfamiliar with the work of the employees, decides whom to lay off.

In one case, a manager went on vacation for a week and returned to find that some of her employees had been issued terminal contracts. This was done without her consent or input. In another instance, the director of a large department selected the employees to be laid off. Their request for the criteria used to fire people was denied. Even if it is a completely unjustifiable layoff, there is not much one can do in these types of situations without a union contract.

Budget cuts have also slashed money for training, which makes it worse for older employees who are laid off because they are unable to get the necessary training to make them competitive in today's job market. It is also unfair to terminate an employee based on lack of

The University
is a great place
to work for many,
but not for all.

We can ensure fair
and equal treatment
for all by winning a
union contract.

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The Association of Academic Professionals is a group of academic professional employees at the University of Illinois at Urbana-Champaign that is attempting to organize for the purpose of collective bargaining. The AAP is affiliated with the Illinois Education Association and the National Education Association. We are part of a national movement of academic professionals who seek collective bargaining rights.

In order to maintain and improve on the benefits of working at this great university, we believe that we need to organize so that our voice commands attention when administrators make decisions that affect our jobs.

The AAP seeks to ensure certain rights such as:

- ☆ clear paths for career development and advancement
- ☆ third-party resolution of disputes with supervisors
- ☆ fair, timely, and consistent evaluation procedures
- ☆ safeguards against arbitrary dismissal
- ☆ rewards for good job performance
- ☆ compensation for mandatory overtime
- ☆ paid and unpaid leaves
- ☆ *a meaningful voice in decisions that affect our employment*

AAP Advocate—UIUC Association of Academic Professionals

AAP Officers:

Chairperson: **Jenny Barrett**, *Psychology*
 Vice Chairperson: **César Romero**, *ACES/ITCS*
 Secretary: **Rose Morefield**, *Krannert Center*
 Treasurer/Finance Committee Chair: **Roni Kann**, *La Casa Cultural Latina*
 Membership Committee Chair: **Bobbi Trist**, *Integrative Biology*
 IEA Regional Council Representatives:
Jenny Barrett; **Chris Migotsky**, *Ctr for Teaching Excellence*; **Sam Smith**, *Uni Laboratory HS*; **Eric Keeley**, *Center for Teaching Excellence (Alternate)*

Executive Committee Members:

Geoff Bant, *retired*
Xian Barrett, *East Asian & Pacific Studies*
Cheryl Berger, *Psychology*
Chris Beuoy, *Veterinary Medicine*
Charlie Clark, *Extension*
Katherine Johnson, *Rehabil.-Educ. Svcs*
Lydia Khuri, *Housing/Residential Life*
Daniel Lewart, *Veterinary Medicine*
Nancy Mickenbecker, *Extension*
Robin Orr, *Extension*
Maeve Reilly, *WILL*
David Schug, *Int'l Programs & Studies*

IEA Staff: Gene Vanderport, Steve Vaughan, and David Vitoff

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skills, when no training has been provided. A union contract could guarantee a certain amount of training each year, for all employees.

In a number of units more senior employees were laid off. A source informs us that in one unit, of the 30 people laid off, 28 are age 40 or older. This, too, seems unfair and could be addressed by a contract.

This is a difficult time for University of Illinois employees. The University is a great place to work, and it hurts to see anyone terminated due to budget cuts. Many people have been treated with respect and dignity during this difficult time. Others, however, who have been victims of bad management and unfair treatment, have no recourse.

We should expect that all University employees get fair and equal treatment, and we should require fair and equal treatment by winning a union contract. This should be a great place to work for everyone. If you are an employee who works in a great department or for a great manager, remember that there are other employees who work just as hard but who don't have it so good. And, without a union contract, nothing is guaranteed. ■

Terminations and UI-Integrate Employees

For UI-Integrate employees, it has become more difficult to find another job within the University, thanks to a letter from Provost Richard Herman sent to all deans, directors, and department heads. The letter can be viewed on-line at the AAP Web site at www.shout.net/~aap/.

The letter addresses the concern that UI-Integrate employees may wish to accept another, permanent position within the University before their work on the UI-Integrate project is complete. The letter outlines the steps a department must take to extend a job offer to a UI-Integrate employee. The hiring department must "contact Michael Lyon ... prior to making an offer, in order to make the UI-Integrate project aware of your intentions. At that time, the project office will schedule a meeting with the hiring unit, a representative from the Provost's office and a representative from the project so that an optimal starting date or transition plan can be developed."

While concerns regarding the completion of the UI-Integrate project are certainly understandable, the decision to make it much more difficult for departments to hire a UI-Integrate employee is not. Many departments cannot wait several months for a new employee, which can happen when UI-Integrate folks are forced to stay on the project until their work is complete. In other cases, UI-Integrate employees are required to split their work between the new department and the UI-Integrate project. This normally results in the employee working overtime and feeling overwhelmed.

In the end, departments may choose to not consider UI-Integrate staff for employment because of the red tape. There is no policy that mandates new positions must be filled internally if qualified candidates exist. Talented and highly qualified UI-Integrate employees just have to hope that departments are willing to work with this policy and recognize the benefits of hiring staff that understands the new UI-Integrate/Banner system. ■

What Are They Making? (We Thought You'd Like to Know)

| Name, Title | 2003-04 Salary |
|---|----------------|
| James Stukel, <i>President</i> | \$335,000 |
| Chester Gardner, <i>VP for Acad Aff</i> | 262,500 |
| Stephen Rugg, <i>VP for Admn</i> | 250,000 |
| Richard Mendola, <i>Assoc VP for Admin Info Technol</i> | 240,000 |
| Peter Siegel, <i>Chief Info Ofcr</i> | 211,150 |
| Douglas Beckmann, <i>Sen Assoc VP Bus & Finance</i> | 195,000 |
| Patricia Askew, <i>V Chanc for Stdnt Aff</i> | 175,000 |
| Lyle Wachtel, <i>Assoc VP for Fac Plng & Pr</i> | 170,000 |
| Michael Bass, <i>Exec Asst VP Oper & Ext Rel</i> | 165,000 |
| Steven Schomberg, <i>V Chanc for Public Engagement & Inst Rel</i> | 165,000 |
| Steven Veazie, <i>Dpty Univ Couns</i> | 162,975 |
| Michele Thompson, <i>Secretary of Univ BOT</i> | 161,438 |
| Margaret Krol, <i>Asst VP, ERP Implementation</i> | 161,045 |
| Lynette Marshall, <i>Asst Chanc for Devlp</i> | 154,500 |
| Douglas Vinzant, <i>Assoc VP for Plng & Bdgt</i> | 150,800 |
| Richard King, <i>Exec Asst VP, Strategic Mg</i> | 146,500 |
| Kenneth Spelke, <i>Asst Dean & Dir of Info Tech & Comm Svcs</i> | 144,900 |
| Terry Ruprecht, <i>Assoc Provost & Acad Facilities</i> | 144,170 |
| Mary Jordan, <i>Asst VP for Human Rsrc</i> | 142,648 |
| S. Eugene Barton, <i>Assoc V Chanc</i> | 141,110 |
| Kathleen Pecknold, <i>Assoc Provost & Dir, Acad Hu</i> | 140,500 |
| John Garrett Dempsey, <i>Exec Dir of Facilities & Serv</i> | 136,644 |
| Van Allen Anderson, <i>Assoc Dir</i> | 135,000 |
| L. Denise Hendricks, <i>Asst VP for Human Rsrc</i> | 134,552 |
| Marcia Rotunda, <i>Assoc Univ Couns—Campus Legal</i> | 129,150 |
| J. David Stewart, <i>Asst VP for Plng & Bdgt</i> | 127,286 |
| C.K. Gunsalus, <i>Sr Educ Law Spec</i> | 126,460 |
| W. Randall Kangas, <i>Asst VP for Plng & Bdgt</i> | 125,000 |
| Allen Edmonson, <i>Asst VP, Ofc for Cap Prgm</i> | 124,900 |
| Charles Evans, <i>Dir of Univ Outreach & Pub Ser</i> | 112,900 |

What Are Faculty Saying about AAP?

Often, people working in 'professional' jobs feel that it is somehow 'unprofessional' to join a union, essentially because they associate unions with lower-status positions. Actually, regardless of any such labels, **academic professionals stand to benefit very much from unionizing**. Even in relatively good times, the treatment of academic professionals around this University and others is very spotty. If you're in one of the more cynical departments, you're out of luck in terms of pay, working conditions, and even job security. A union can offer a lot of protection to those who are most unfairly treated.

In not-so-good times, likely to arise during any career, unions offer more general protection. **In a budget crunch, will your health benefits be one of the easiest items for the administration to cut back**, or one of the hardest? That depends on whether you have a union. If some influential political group decides you've been too outspoken on some issue, will your free speech seem like an expendable luxury or a moral obligation to the administration? A union can help the administration do what's right there.

There are lots of ways in which a University needs more flexible, collegial, procedures than, say, a car factory. Sometimes people think that means we can't have unions, but **a democratic union like the AAP will fight for the issues** that are most important to its membership and avoid ones that the members don't believe in.—*Michael B. Weissman, professor of physics*

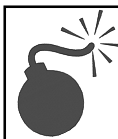
AAP Exec Committee Kudos!

AAP's Advocate of Education Award was presented to Rose Morefield on April 21 during the Friends and Advocates Banquet for Regions 8 and 9 of the Illinois Education Association. Her recognition read, in part:

Since 1999 Rose Morefield has been a persistent and effective force in making the Association of Academic Professionals a vibrant organization. We honor her for her tireless work as elections committee chair and as co-chair, along with Eric Beck, of the current card drive. ... As one nominator put it, "Rose has a quiet determination that is very inspiring. She is consistent and focused and does not seem to get down about anything. Organizations need people like Rose who are always there to inspire and encourage others."

Eric Beck, formerly a visiting AP in International Programs of Study, is completing an internship in Washington, D.C., with the National Education Association.

Congrats, Rose and Eric! ■



Time to check your contract?

Did you remember to look at NESSIE, the on-line personnel management system, to see if your terms of employment have changed? Don't assume that you've got the same appointment you had last year, just because no one told you otherwise. We know of one employee whose appointment was altered to greater than 50 percent instructor. She didn't realize that meant she was no longer an AP—and no longer eligible for a one-year notice of termination rights—until after, you guessed it, she got canned.

Send Us News from the Front

AAP wants you to let us know what's happening in the units. If you have information about personnel cuts, raises, or other news from your unit, email us at aap@shout.net or call 337-5174. ■



Association of Academic Professionals
Illinois Education Association
304 N Maple Ave, Suite 202
Urbana, IL 61801-2749

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Congratulations to the Graduate
Employee Organization on
negotiating your first contract!

Page 3 Salary Chart:

30* Making >\$100K

** Of 236 "APs" making over \$100K,
according to data from DMI; included in
the 236 are deans, coaches, and MDs.*

Ask AAP

Do unions protect incompetence?

Q: Why should I want to join a union when it just protects unproductive senior people to the detriment of younger, more productive employees?

A: You raise a very important question. You may be attributing to the AFSCME union some of the features of the Civil Service system, which was around long before the union and was adopted to fight nepotism in hiring. When AFSCME won its election about 10 years ago, it kept some protections already in place. (Likewise, APs will surely negotiate to keep the terms in the academic staff handbook that we think are good.) The addition of a union gave Civil Service workers the power to negotiate raises and put in place a grievance procedure.

It is hard to fire Civil Service employees; management has to go through a series of progressive steps—warnings, evaluations, documentation, and showing cause. And what's wrong with that? If you're going to deprive someone of his/her livelihood, there should be cause and proof that the person is not doing the job.

Meanwhile, in our current situation, there are cases where it's hard to get rid of incompetent APs because they are good friends of the department head. Other APs who perform well and get good evaluations have been terminated because a new supervisor didn't like them. People have been terminated during the budget crisis because they were senior people with higher salaries and the unit saw this as a way to save money.

So what's fair? With a union, at least we'd have an impartial appeal process if we are terminated for arbitrary reasons.

The AAP is a democratic organization. We want to hear from members what policies they want regarding salary, promotion, and retention. We are interested in policies that protect and reward good employees, not incompetent or lazy ones. ■