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# AAP Advocate

Association of Academic Professionals  
University of Illinois at Urbana-Champaign  
Affiliate, Illinois Education Association (IEA/NEA)  
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## University Staffing Trends: An Analysis

*Note: The report University of Illinois FTE staffing trends, October 1992-2004 is 108 pages long and can be accessed at: [http://www.pb.uillinois.edu/Documents/staffing/StaffingByCollege\\_AllFunds\\_October.pdf](http://www.pb.uillinois.edu/Documents/staffing/StaffingByCollege_AllFunds_October.pdf). Page 108 is a summary of staffing trends for the total University, and page 104 is the same data for the Urbana campus without the Cooperative Extension Service, which includes about 325 FTEs (full-time equivalents). Page 52 is a summary for the Chicago campus, and page 66 is a summary for the Springfield campus. Most of the trends identified in the whole University mirror those on the Urbana campus.*

There has been a steady growth of Academic Professionals on all three campuses over the 13-year period, from 3,762 in 1992 to 7,302 in 2004. APs comprise the only employment group on campus that shows significant growth.

Total faculty over the same period has remained steady, with an increase of 379 FTEs. The data show a movement from tenured faculty, which declined by 200 FTEs, to "Faculty, Other," which increased by 536 FTEs. This would seem to reflect the national trends away from tenured to adjunct status faculty. Graduate Assistant trends show no real growth, with a jump in 2001.

When Sangamon State became the University of Illinois at Springfield in 1996, faculty rose by 280 FTEs and APs rose by 364. Around 2001 there is another increase in faculty of 115 FTEs and APs of 682 FTEs.

Non-Academic (Civil Service) staff remained steady until 2002, when it began to decline; their ranks have diminished by 269 FTEs over the 13-year period. Over the past few years many Civil Service titles have been reclassified as AP positions, which may account for the increase in APs in 2001.

The data do not show the massive layoffs and declines in faculty, AP, or civil service staffing that were predicted by President Stukel over the past few years. Many of those laid off were reemployed in vacant positions. In the AP ranks many people were given terminal contracts, but others were hired to replace them. The summary data do not show a University in decline in terms of staffing at any level.

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there was a near  
doubling of Academic  
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*Continued next page*

**The Association of Academic Professionals** is a group of academic professional employees at the University of Illinois at Urbana-Champaign that is organizing 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*  
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**David Schug**, *Int'l Programs & Studies*  
 IEA Region Council Representatives:

**Jenny Barrett**; **Chris Migotsky**, *Center for Teaching Excellence*; **Sam Smith**, *Uni Laboratory HS*; **Eric Keeley**, *Center for Teaching Excellence (Alternate)*

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**Charlie Clark**, *Extension*

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**Nancy Mickenbecker**, *Extension*

**Robin Orr**, *Extension*

**Maeve Reilly**, *WILL*

**Bobbi Trist**, *Integrative Biology*

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

## **Faculty Union Asks University to Support Democratic Unionization of Visiting APs**

*By the Executive Committee of the Union of Professional Employees*

It sometimes seems that the University administration is interested in supporting democracy everywhere but here on our own campus.

In addition to the many courses, speakers, and conferences addressing various aspects of democracy, the University has established two major institutes just in the past few years: the Center for the Study of Democratic

Despite all of the study of democracy, we have very little of it on our campus.

Governance in the Department of Political Science and the Center on Democracy in a Multiracial Society.

The irony is that amid all of this study of democracy we have very little of it here on our own campus.

The basic right to organize and bargain collectively, for example, has been fought at every turn by University administration. Most recently Visiting Academic Professionals, by far the least secure of the University's at-will employees, have organized as a branch of the Association of Academic Professionals, an affiliate of the Illinois Education Association.

The APs have played by the rules, collecting signatures and winning a large majority in last spring's officially sanctioned collective bargaining election. But the University has fought them every step of the way, first before the state labor board, then in court, and now again in yet another appeal of the legal verdict in the case. They have retained Seyfarth Shaw, a notorious union-busting consulting firm that charges steep rates.

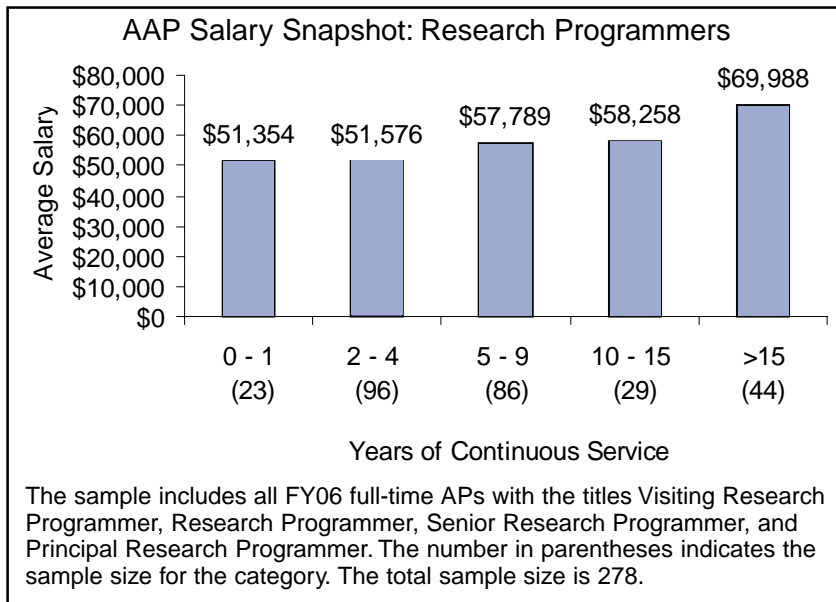
The question is, what happened to the University's interest in democracy? Why is it important for people in developing countries to develop democratic institutions but a bad thing when the University's own employees develop such institutions to gain a measure of representation?

Enough time and money have been spent subverting the democratic rights of APs and others on campus. The decision about unionization is theirs and not the University's to make. The Union of Professional Employees calls upon the University administration to end its resistance to its employees' democratic rights to representation.

AAP has earned the right to represent a constituency that badly needs the help. We urge the University to stop stalling and immediately begin negotiations with the Visiting Academic Professional union. ■

### *Staffing Trends, continued from page 1*

Not reflected in the data on staffing is the recent dramatic increase in student enrollment, which is now at an all-time high of 40,000. Over the past few years undergraduate enrollment has grown as the increasing cost of tuition is now a more important revenue stream. Faculty and staff have not been expanded to support the nearly 5,000 additional undergraduate students. ■



## Victorious Visiting APs: 'Let the Bargaining Begin!'

The Visiting Academic Professionals have prevailed each time the University has tried to end their quest for democratic representation. They won when the University contested the election, they won the University's appeal of that decision, and they won the actual election. Now the University is appealing the Labor Board's certification of the election win and has asked the court of appeals for a stay in bargaining! The University is paying the high-priced firm of Seyforth Shaw to wage these battles, but AAP is confident of overcoming these needless legal roadblocks. Our message to the University is: Quit wasting tax-payer money on these stalling tactics; we'll see you at the bargaining table. ■

## Congratulations, Visiting APs!

Election results are in! Visiting academic professionals have made the important choice to stand together as a union. As they move forward, the rest of us APs can consider what this win for the visitors means to us.

We will watch as they sit face to face with the University administration and negotiate the policies related to their employment. Most of the policies already in place are very good, but there is plenty of room for improvement. Two important issues may be a fair and effective grievance procedure and retention rights.

In addition, visiting APs will soon have the strength of a contract to enforce existing policies. Any changes the University wishes to make will have to be discussed and negotiated with the employees being affected. Currently the University may change any policy related to AP employment without consulting us. We do not have the strength of a contract.

Fair treatment and access to the decision-making process is the core benefit for visitors. If they can do it, so can we! If you'd like to assist in unionizing regular academic professionals, contact us today. ■



## IEA Embraces AAP

Ken Swanson (center), president of the Illinois Education Association, hugs Cesar Romero and Jenny Barrett of the AAP during his September 21 visit to Urbana. Swanson came to meet with the executive committee members of AAP and AVAP. He was also a guest on *Afternoon Magazine*, WILL-AM 580, and with AAP leaders met with Peg Rawles of the Academic and Human Resources office. A meeting with President Joe White is coming soon.

Swanson's visit demonstrated the strong commitment of the IEA to our association and higher education, especially now with the newly certified Visiting Academic Professionals. ■

### MARK YOUR CALENDAR

#### SURS Forum

Get an update on the retirement situation.

Nov. 15 @ Illini Union 314A  
noon to 1:15 p.m.

#### AAP Happy Hour

Bring a friend!

Nov. 18 @ the Bread  
Company in Urbana  
5 to 7 p.m.



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**The President pays  
a visit, page 3**

## Ask AAP

*Law mandating overtime pay for salaried workers affects few APs*

**Q:** I recently heard that some academic professionals are eligible for overtime pay. Is that true?

**A:** Yes, because of a change in the federal Fair Labor Standards Act, which deals with issues such as child labor and minimum wage, certain employees who hold salaried jobs that are typically exempt from overtime pay (this category includes virtually all APs) but who make below an established minimum weekly salary are now required to be paid for hours worked beyond 40 per week.

But don't get too excited. The weekly minimum is \$455—a level exceeded by almost all APs on campus. The small number of APs who earn below this standard have less than full-time appointments.

And, the overtime pay is established by law at *half* the regular hourly rate. Apparently lawmakers felt they were at least offering some compensation for workers who otherwise are entitled to nothing.

Let's suppose an AP working half-time makes \$400 a week. She would still have to put in more than 40 hours in one week on that job before the overtime pay kicks in—at \$10 per hour. So, whether she works 20 hours or 40 hours, she gets \$400. But if she works 41 hours, she gets \$410.

In addition, the 40 hours *must* be solely for the AP position. Someone working half-time as an AP and half-time academic hourly, for example, would not get overtime unless over 40 hours was spent on the AP position.

To comply with this new law, which went into effect August 16, some APs near the cut-off salary received small raises to bump them over the limit and avoid the need for weekly reporting of hours. ■

*This month's answer provided by Chris Beuoy.*