



AAP Advocate

Association of Academic Professionals
University of Illinois at Urbana-Champaign
Affiliate, Illinois Education Association (IEA/NEA)
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AAP Almanac Provides Facts to Power Your Career

By Daniel Lewart

- * What's the average salary for my position?
- * How many APs share my title?
- * How does my department rank in terms of salary?
- * How do UIUC raises compare with the Consumer Price Index?

These and many other questions are answered in the 2001 AAP Almanac, a compendium of information for UIUC academic professionals. The Association of Academic Professionals produced this valuable resource—containing 62 pages of text, tables, and charts—to give APs the facts they need to make informed career decisions.

Topics covered in the Almanac include:

About AAP

Accomplishments/IEA-NEA/Join AAP
Frequently Asked Questions

Academic Professional Salary Data

General Statistics on APs and Salaries
September 2000 Raises
Salaries for Common AP Titles
Most Common AP Titles
All AP Titles
Salaries by Appointing Unit
AP Salaries Compared with Union Wages

Salary Management Resources

Obtaining a Raise
APs at Big Ten Institutions
University of Illinois Financial Health
University of Illinois FY2002 Budget Request
"Higher Education Staff: Bearing the Brunt of Cost Containment"
Consumer Price Index

Additional Resources

Professional Development
Dispute Resolution
Sample Grievance Procedure from a Union Contract

Request yours today!

AAP
ALMANAC
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Learn how a union has improved work life for APs at the University of Maine. The AAP Open Meeting on March 26 promises good food, music, and a chance to learn what organizing can do for you!

Monday, March 26
McKinley Foundation
Dinner at 6
Discussion at 7!

Request your *free* copy from AAP today by email (aap@shout.net) or phone (337-5174). ■

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

STEERING COMMITTEE:

Jenny Barrett (chair), *Psychology*
 Cheryl Berger, *Psychology*
 Guy Davis, *Career Services Center*
 Mel Farrell, *Ill. Lib. Computer Systems*
 Neal Horner, *McKinley Health Center*
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 Dan Lewart, *Veterinary Medicine*
 Jamie McGowan, *Ctr. for African Studies*
 Jane Mohraz, *UI Press*
 César Augusto Romero, *ACES/ITCS*
 Ron Szoke, *CCSO*

IEA STAFF: Peter Miller

Budget Request Overlooks AP Needs

By Peter Miller

Although academic professionals compose the fastest-growing employee group and number over 2500 by the University's count, their needs still don't seem to register with budget planners.

Most APs know that salaries need attention. APs need equity with the private sector, equity among their peers at UIUC, a raise in the minimum AP salary, and easy access to good information about AP salaries. For some APs, salaries don't approach the earnings of their private industry counterparts, and for others (where market isn't a factor), years of experience and education are neglected in raise computations.

Long-term employees are also keenly aware when new hires are paid more than long-term professionals to do the same work. This undermines loyalty among long-term employees, and it signals new hires to keep their eyes open for jobs elsewhere.

The minimum AP salary should also be raised, at least to levels competitive with other campus employees. Currently, the minimum AP salary is less than the minimum FTE salary for graduate assistants (by nearly \$2,000), locker room attendants (by over \$7,000), and campus plumbers (by over \$20,000).

And yet, AP salary equity was not a priority in either the budget presented to the trustees or the final proposal sent to the state legislature. The Illinois Board of Higher Education (IBHE) has requested a 5.7 percent budget increase for the University of Illinois, with funds earmarked for only a 3 percent salary increase. Since the current rate of inflation is 3.4 percent, APs will barely keep pace, much less make progress to address long-standing problems.

Planners also requested funds for equity, but not necessarily for APs. IBHE suggested that equity funds be "targeted to recruit and retain employees in high demand areas, such as information technology; provide performance-based salary incentives; provide incentives for campus-based early retirement programs; remodel laboratories and acquire equipment necessary to recruit faculty; or for special campus programs to improve recruitment and retention of minority faculty."

Faculty, not APs, are the focus of the equity program. President James Stukel indicated campus priorities in a January letter to "citizen lobbyists" across the state, encouraging them to promote the IBHE budget. According to Stukel, budget highlights include "\$15.2 million to help recruit and retain top-quality faculty across the University" and "General salary increases also averaging 3 percent for all employee groups."

Where do APs stand in the list of priorities? Did APs miss the healthy budget years, when the problems could have been addressed?

APs can call attention to their needs by working together to build an organization that ensures equity, fairness, and accountability in compensation. That is the purpose of the Association of Academic Professionals. ■

The minimum AP salary is less than the minimum FTE salary for graduate assistants, locker room attendants, and campus plumbers.

* AAP Spring Calendar *

* Brown Bag Discussion on Career Paths *

Wednesday, February 28, noon-1 pm,
University YMCA boardroom, 1001 S Wright St, C

* AAP Happy Hour *

Thursday, March 15, 5-7 pm,
The Bread Company, 706 S Goodwin Ave, U

* "Know Your University" Labor Union Panel Discussion *

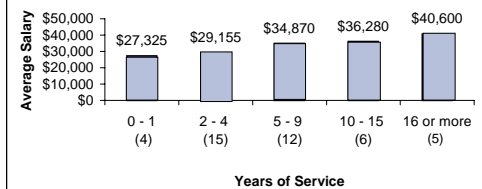
Tuesday, March 20, noon-1 pm, University YMCA, 1001 S Wright St, C

* AAP Open Meeting *

Monday, March 26, 6-9 pm, McKinley Foundation, 809 S Fifth St, C

Check our Web site for updated information: www.prairienet.org/aap/

UIUC Salary Snapshot: Research Specialists in Agriculture



The sample includes all FY2001 APs who had at least one appointment with the title Research Specialist in Agriculture. Less than full-time, 12-month appointments were pro-rated. The number in parentheses is the sample size for the corresponding category. Total sample size = 42.

Professional Development On-line

By Sarah Wisseman

A new Web site, "XtremeLearning" (www.uillinois.edu/xtremelearning), offers UIUC employees self-paced opportunities for professional development. Over 700 courses in standard office computer programs and computer programming are available on-line, as well as how-to courses in giving presentations, managing meetings or finances, and measuring employee performance.

The new offering is encouraging, since it shows that our professional development needs are on the radar screen. The breadth of courses is also impressive, but "XtremeLearning" has a few drawbacks.

The first time I used "XtremeLearning," I sampled the Advanced HTML course. The first drawback was that I had difficulty downloading a required plug-in. Once I overcame that obstacle, I was immediately frustrated by a voice that read everything at a slower pace than I read and which I couldn't turn off. Finally, the course was very slow, even on my Ethernet-connected office computer. I can't imagine trying the course at home, through a modem.

Based on my experience, I concluded that the site may be useful for APs who have regular access to a fast connection, are already quite computer-savvy, and have plenty of spare time. In other words, it may be best for people who don't really need it.

"XtremeLearning" is a step in the right direction, but APs need more than an on-line training system that still has some kinks to work out. First and foremost, we need time and encouragement for professional development. Some supervisors think of professional development as absence from work, rather than a part of work. To overcome this, perhaps APs could have a given number of "professional development days," similar to vacation or sick leave. Since not all professional development can happen on-line, APs would also benefit from having professional development funds to attend conferences and trainings. In addition, people who lack computer skills need basic classroom computer training to accompany the advanced on-line offerings. ■

Resources on Professional Conduct

* Sexual Harassment Video Available

The AAP has a videotape on sexual harassment available for loan. "The Last Great Open Secret: The Sexual Harassment of Women in the Workplace" was a presentation by University of Illinois Psychology Professor Louise Fitzgerald to the Champaign Human Relations Commission last fall. Contact AAP (337-5174; aap@shout.net) if you'd like to borrow the video.

* Provost Offers New Web Site

Explaining that "For the University to ensure its tradition of academic excellence it must continue to attract and retain the very best students, faculty and staff—and the best individuals are as diverse as the world in which we live," the Provost's office has launched a new Web site that offers help for students, faculty, and staff dealing with harassment or discrimination. Check out: www.provost.uiuc.edu/campusconduct/

Ask AAP

Policy Changes & APs

Q ■ Thanks for keeping APs informed about policy changes that affect us, such as the proposal to dismiss APs for cause (*AAP Brief* No. 4). Is there anything else going on in the Faculty-Student Senate lately?

A ■ Yes, a motion proposed by Chancellor Aiken and his advisory committee and fully supported by the Association of Academic Professionals is currently before the Senate. The motion would extend notice of nonappointment rights for academic professional staff to those whose appointments are at 50 percent or more FTE. Many part-timers, especially those who had dropped from a full-time to a partial appointment, did not realize that they do not have this protection now. AAP applauds the administration's attempt to extend fair treatment to part-time employees.

Ironically, the administration's "dismissal for cause" motion, which could make it easier to fire all classes of APs without giving them notice, is likely to appear again on the Senate agenda.

This proposal allows an employee to be dismissed effective immediately "for cause." AAP objects to the motion's very broad definition of "cause," which includes off-duty-behavior. And while we support a progressive response that includes verbal warning, written warning, sanctions, and dismissal, we object that the proposal would allow these steps to be taken out of sequence or omitted. We believe an exception should be made only when an employee is a threat to others in the workplace.

AAP looks forward to working with University administration on initiatives that will ensure fair treatment to academic professionals. ■

— *This month's answer provided by Jenny Barrett.*

Send your questions about UIUC policy, employment/labor law, unions, and collective bargaining to aap@shout.net.



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