



EQUITY ☆ OPPORTUNITY ☆ EXCELLENCE

AAAP Advocate

Association of Academic Professionals
University of Illinois at Urbana-Champaign
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Volume 6, Number 2, Spring 2003

Salary and Budget Cuts: A Big 10 Comparison

By Philip Garnier

Citing the revenue shortfalls in Illinois and the resulting reduction of state funds for the university, campus administrators eliminated all “merit” increases for faculty and academic professionals in fiscal year 2003. The freeze, coupled with losses in retirement investments plus increases in health care contributions and parking,¹ not to mention the rising cost of living, has meant a net loss in income for most academic professionals on this campus.

Given the current fiscal circumstances, sacrifices and tough choices must be made. As our administration surely knows, a number of our sister institutions in the Big Ten, faced with similar revenue shortfalls, have chosen to address their fiscal woes in ways that do not so directly hit at the livelihood of staff:

- Indiana University last year cut spending on new building and maintenance of older buildings, while giving faculty an average salary increase of 3 percent. (No specific mention was made regarding staff.)²
- Michigan State University included in its FY03 budget a merit-based salary increase for faculty and academic staff of 4 percent.²
- Neither the University of Michigan nor the University of Minnesota froze faculty salaries this past year.³
- Purdue University included a 2 percent increase for faculty and staff compensation in last year’s budget.⁴
- Penn State President Graham Spanier pushed to raise faculty salaries 3 to 4 percent, even if state budget cutbacks would force him to raise tuition.⁵ He got a \$29.1 million increase in the budget for salary adjustments and a 3 percent boost for the salary increase pool, used for merit-based increases and market, equity, and compression considerations. In addition, the Faculty/Staff Excellence Fund and the President’s Excellence Fund supplemented the salary pool to help raise the competitiveness of the university’s salaries.⁶
- William E. Kirwan, president of Ohio State University, said this to his board of trustees last year: “As you know, our number one priority and chief focus is the compensation of our faculty and staff. Competitive compensation is an essential building block of our Academic Plan. We simply cannot be an excellent university without faculty and staff compensation that is competitive with our benchmark peer institutions.”⁷

Other Big Ten institutions have chosen to address their fiscal woes in ways that do not so directly hit at the livelihood of staff.

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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*
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IEA STAFF: Dan Chambers

Lack of Recognized Voice Makes Bad Budget Worse for APs

By Jenny Barrett

On the heels of last year's budget cuts and resultant layoffs, the University has been asked by the governor to return 8 percent of its state funding for the year ending June 30 (*News-Gazette*, March 7, 2003).

Last year when the budget crisis hit, the University of Illinois, unlike its peer institutions, chose to freeze salaries (see story page 1). Now the University has as one of its top priorities a raise for faculty and academic professionals. It fears—rightly so—that academic salaries will not be competitive and that it will lose talented people. But the budget situation has grown progressively worse and any raise, however small, will be accompanied by layoffs of academic professionals and staff.

As one of our colleagues put it, we will be put in the situation of “cannibalizing ourselves.”

Already academic professionals are being laid off, and we expect more cuts. In the chancellor's massmail of March 7, 2003, she informs us that, “Our approach to reducing administrative expenses will consist of creating clusters of units to share resources within, across, and between colleges, departments, centers, and campus-level administrative offices and units. We will want to explore opportunities to share where [situations] will permit the consolidation of business and support functions.”

Who will decide—and on what basis—who gets cut and who remains?

Unionized staff have some protection and also a voice in how layoffs will occur. Since academic professionals don't have a recognized union, we are especially vulnerable. We are at-will employees. Even those of us who have given the University loyal and valuable service for years can be dismissed for no reason.

What can we do?

For people whose salaries are paid by outside funding: If you had received inadequate or no raises during the strong budget years and last year was supposed to have been your catch-up year, yet your salary was frozen, ask your supervisor to call attention to your situation. Provost Richard Herman told the AAP that those cases should be brought to his attention and he would give them special consideration.

For members of AAP: if you find that your human rights are being violated or that you are being discriminated against, AAP can help you fight. (Contact aap@shout.net.)

AAP has begun a dialogue with the governor's office to point out the importance of the University to the state's economy (see item on page 3). State funding is important for maintaining the university's reputation and keeping quality faculty and staff for education, research, and service.

Most importantly, you can join AAP and our movement to create a legally recognized voice to represent the interests of APs! Send email or visit our Web site (www.shout.net/aap/) to sign on today. ■

Join AAP to create a
legally recognized voice
to represent AP
interests!



AAP president earns honor!

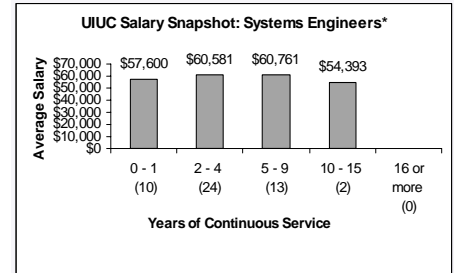
Jenny Barrett, senior research programmer in the Department of Psychology and chair of AAP, was congratulated on February 20 by LAS dean Jesse Delia for being named one of three Academic Professionals of the Year for her college. ■

Ask AAP, continued from page 4

increase was proposed. Therefore it can be concluded that Colbert was awarded an \$18,700 midyear increase. Because he is retiring this summer he may have got the increase to boost his retirement payout.

If you are seeking data about salary equity on campus in your field, AAP can help. Send an email to aap@shout.net to ask for average salaries for a specific job title.

—*This issue's response provided by AAP Researchers.* ■



*Annual salaries for all FY02 full-time academic professionals with the titles Senior System Engineer, System Engineer, and Visiting System Engineer. The number in parentheses indicates the sample size for the category. The total sample size is 49.

Brown Bag Luncheon

Wednesday, April 23, Noon
Topic: "Budget Crisis"
Place: TBA

Budget Cuts, continued from page 1

The budgetary choices made by our administration reflect an attitude that stands in stark contrast to Kirwan's. At the Illinois Board of Trustees meeting on Sept. 12, 2002, then-chairman Gerald Shea asked fellow trustees to approve a 3 percent faculty and staff raise for this fiscal year, saying he had found extra money in the budget.

"We have talked about faculty and staff being the backbone of this university," Shea said. "It may be a little tough, but I think we owe it to the faculty and staff to give them this modest increase." The measure was voted down, 9 to 1.⁸

Salary prospects for the coming year look no brighter. At that same September board meeting it was reported that the university will seek an additional \$92 million in state funding for next year to help alleviate this year's cutbacks. Some of the increase would go to faculty and staff raises. However, the budget for 2004 has yet to be written, and news continues to indicate that the university may see even steeper cuts.⁹ Communications from both President Stukel and Chancellor Cantor to members of the Council of Academic Professionals indicate that merit increases may again be frozen or minimal at best.¹⁰

Several comparable universities in comparable situations have managed to show that they value faculty and staff by making salary increases a priority. Can the University of Illinois?

Sources

1. *News-Gazette*, May 22, 2001.
2. *News-Gazette*, June 9, 2002.
3. *Daily Illini*, December 4, 2002.
4. *Purdue News*; <http://news.uns.purdue.edu/UNS/html3month/020913.BOT.stbudget.html>.
5. *Digital Collegian*, March 13, 2002; <http://www.collegian.psu.edu/archive/2002/03/03-13-02tdc/03-13-02news-03.asp>.
6. <http://www.psu.edu/ur/2002/12jul02botbudget.html>.
7. http://president.ohio-state.edu/past_pres/kirwan/speeches/trustees_04-05-02.html.
8. *Inside Illinois*, Sept. 19, 2002; <http://www.news.uiuc.edu/ii/02/0919/bot.html>.
9. *News-Gazette*, March 8, 2003.
10. CAP meetings, January 2003 (Stukel) and March 2003 (Cantor).

AAP leadership meets with Governor's staff person

On March 4, Jenny Barrett, chair of the Association of Academic Professionals, Lydia Khuri, AAP spokesperson, and Dan Chambers, IEA organizer, went to Springfield to discuss the University budget and academic professional concerns with Eamon Kelley, Governor Blagojevich's staff person. We, along with the Illinois Education Association, will continue our dialogue with the Governor's Office of Education. ■

Ask AAP

Resources for Salary and Raise Information

Q: In my department managers discourage discussions about comparing salaries or raises. Is there any way to find out if I am being paid at a level comparable to others with my same job title and duties? Can I find out who actually got raises during the “no raise” year?

A: The salary increase proposals, which are presented to the Board of Trustees (BOT) for approval each year in August, are public and easily available at the University Library.

The salary information is located in the “gray book,” which is a “Supplement to the Board of Trustees Minutes.” The most recent copy of the salary book is available at the Information Desk directly opposite the reference room on the second floor of the main library. Just ask the attendant for the salary book.

The book is divided by campus. Within each campus section, salaries are divided by department. An index is available to find specific names. The listing shows current salary and proposed salary. In this year’s book most of the proposed salaries are the same as the current salaries because of the salary freeze.

However, some people got midyear raises, and these are not apparent unless you compare the salary listed in the most recent gray book with the salary in the previous book. Copies of previous years’ supplements are available on the open shelves on the second floor (northwest corner) in the new octagonal ACES Library. (University of Illinois Transactions of the Board of Trustees, Call Number: II 6uB1, supplements.”

For example, Charles Colbert, vice chancellor for administration and human resources, began FY02 with a salary of \$165,000 and his proposed salary was \$170,000. He began FY03 with a salary of \$188,700 and no

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Budget Crisis

How do other Big Ten schools fare? See page 1.