



EQUITY ☆ OPPORTUNITY ☆ EXCELLENCE

AAP Advocate

Association of Academic Professionals
University of Illinois at Urbana-Champaign
Affiliate, Illinois Education Association (IEA/NEA)
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AAP Year in Review

By Jenny Barrett

New Year greetings from the Association of Academic Professionals! 2002 was a difficult year for most of us who didn't get a penny raise, while the cost of parking and the cost of living both went up.

However, it was decent year for the 270 APs who received promotions or pay raises, averaging \$6,040, and for Richard Mendola, who got a \$25,000 boost (see the article on page 2).

For the AAP and labor on the Urbana campus:

- The biggest news of the year is that GEO won the right to represent graduate employees in collective bargaining;
- Unionized employees in ASFMCE received a 5% to 7% raise in spite of the pay freeze;
- Leaders in AAP worked with the lobbyist of the Illinois Education Association (AAP's state affiliate) and the University lobbyist to coordinate effective lobbying on behalf of the University;
- AAP participated in an IEA press conference to endorse Rod Blagojevich for governor, and Blagojevich named two IEA representatives to his education transition committee;
- The Child Care Task Force met with Chancellor Nancy Cantor and Associate Provost Kathleen Pecknold to discuss child care issues, which took a baby step forward when the chancellor took measures to address sick child care and drop-in care;
- AAP members spoke before the Board of Trustees on the need for domestic partner benefits, though President James Stukel endorsed only same-sex benefits and the Board put the matter on hold;
- AAP sent a representative, Rose Morefield, to the National Education Association Representative Assembly (we are one of the largest locals in region 9 and will be sending three delegates to the state RA this spring);
- Three AAP members, Eric Beck, Philip Garnier, and I, were selected to participate in the first class of the NEA's Emerging Leaders Academy;
- Reg Weaver, president of the NEA, spoke at the AAP fall membership meeting;

Congratulations to the Graduate Employee Organization, which won the right to represent graduate students! Now the only employee group on campus that does not *have a voice is academic professionals.*

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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, Philip Garnier, *Social Work*
 Secretary, Cheryl Berger, *Psychology*
 Treasurer/Finance Committee Chair, Veronica M. Kann, *La Casa Cultural Latina*
 Spokesperson, Lydia Khuri, *Program on Intergroup Relations*
 IEA Regional Delegate, Eric Keeley, *Office of Instructional Resources*
 IEA Regional Delegate Alternate, Rose Morefield, *Krannert Center*
 Membership Committee Chair, Barbara Trist, *Integrative Biology*

Executive Committee Members:

Eric Beck, *East Asian & Pacific Studies*
 Chris Beuoy, *Veterinary Medicine*
 Guy Davis, *Career Services Center*
 Mel Farrell, III, *Lib. Computer Systems*
 Neal Horner, *McKinley Health Center*
 Jamie Hutchinson, *ECE*
 Daniel Lewart, *Veterinary Medicine*
 Jamie McGowan, *Ctr. for African Studies*
 Jane Mohraz, *UI Press*
 Maeve Reilly, *WILL*
 Cèsar Augusto Romero, *ACES/ITCS*

IEA STAFF: Peter Miller

Update on AAP-Provost Meetings

By Jenny Barrett

In the October 2002 issue of *AAP Advocate* we reported on a very fruitful meeting with Provost Richard Herman, held July 31, at which we discussed many issues of importance to academic professionals. At that meeting he agreed to participate in an AAP-sponsored forum to hear the concerns of academic professionals and he agreed to meet with AAP each semester. On August 29 he sent a follow-up letter confirming our next meeting, scheduled for October 30.

Then on September 18, the Provost sent us a letter informing us that he will not be meeting with AAP. In a subsequent phone conversation he stated that to meet with AAP or to participate in an AAP-sponsored forum would mean implicit recognition of the union.

(Our Web site contains the exchange of correspondence between the Provost and the Association of Academic Professionals: <http://www.shout.net/~aap/provost/>.)

We are disappointed that he decided ultimately to not meet with us again, especially since we were beginning a meaningful dialogue. While we appreciate his initial gesture, we realize that no matter how well intentioned an administrator may be, the only way to achieve a real voice for academic professionals is by winning the right to collective bargaining. ■

Rich Gets Richer

The UI Board of Trustees has approved an immediate \$25,000 raise for UI-Integrate executive director Rich Mendola and a \$150,000 bonus when the project is finished.

We have no doubt that Mendola works hard in his position as associate vice president for administrative information technology services and that UI-Integrate is an important and worthwhile undertaking. According to a December 12 *News-Gazette* article, Mendola's salary was previously ranked third among those with similar positions in the public Big Ten universities. With an 11.6% pay hike to \$240,000, his salary now ranks second.

But the timing of the BOT's decision is unfortunate. What happened to the idea that we're all in this together and that we all must share the pain? Since when do APs get instant bonuses for doing their jobs well? Can a project rely so heavily on one person that its success will be jeopardized if that one person leaves? If Mendola had organized the project well initially, wouldn't it continue to run well without him at this point? It would be nice if Mendola would set an example for the people he oversees by forgoing the pay raise until next year.

From our perspective in the trenches, it appears that when UI-Integrate succeeds, it will be because of the numerous hours that dedicated employees all over campus put into the project, from the people who designed and implemented the plan to the end users serving as guinea pigs, reading pages and pages of documentation and giving feedback to the UI-Integrate team. Perhaps the bonus should be distributed among all these people.

This is just the latest in a series of questionable administrative decisions UI and the BOT have made with regard to pay raises in the middle of a budget crisis. ■

Union? Yes!

By Dan Chambers

Salary equity, job security, due process for grievances, adequate child care, domestic partner benefits, career development, collective bargaining, and a network of concerned and empowered academic professionals.

Don't see the connection? Look closer. All over the country concerned professionals have chosen to address issues like these by joining together and forming unions, then negotiating the terms of their employment.

APs at the University of Illinois are working to do this right now. Why?

APs have little voice in the Student-Faculty Senate, mainly limited to participation in some committees. APs do not have an effective system of dealing with grievances and other important issues.

The Council of Academic Professionals currently handles formal AP grievances, but its findings are only "advisory," with no binding power on the administration. In some instances the chancellor has ignored CAP's recommendations in favor of APs.

In short, many APs feel like second-class citizens whose needs and issues are frequently ignored.

You may ask how a union could make a positive impact during a tight budget year. Simply put, even when money is tight, the groups with a recognized voice to advocate for their own interests decide how the available funds will be used. Without such a group advocating for the 2,500 APs at the University of Illinois, APs will see their interests ignored.

Joining AAP will help guarantee that you can work for your interests on this campus. Contact aap@shout.net to find out more. ■

AAP Year, continued from page 1

- AAP member Eric Beck was invited to participate in NEA's Higher Education Act Reauthorization committee.

What do we expect for 2003?

- Provost Richard Herman has said that raises for faculty and APs will be the top budget priority. However, the majority of APs will receive small raises, if any, because of the ongoing budget crisis.
- Parking costs will continue to rise.
- The AAP will continue to advocate for academic professionals. ■

Ask AAP, continued from page 4

for any part-time academic professionals or any academic professionals whose titles include the terms "visiting," "acting" or "interim," there is no required period of notice; a simple letter that the contract will not be renewed is sufficient.

Third, **only non-visiting service is counted toward accrued service**. Many APs are hired first with visiting titles and after a period of three years, the visiting portion of the title is dropped. Because the first three years of service do not count toward service, an AP on hard money with 6 years and 11 months of service is entitled to only 6 months' notice. If that same AP were on soft money, the requirement would be only 2 months' notice.

—This issue's response provided by Philip Garnier. ■

AAP Welcomes NEA President Reg Weaver!

On November 20, more than 50 members of AAP and their families came to the University Y for dinner, the annual AAP business meeting, and an inspirational talk by Reg Weaver, president of AAP's parent organization the National Education Association, which has 2.7 million members.



Weaver spoke about overcoming challenges and pursuing goals with determination. He told of how a vocational counselor advised him in high school that he would be qualified only for manual labor jobs. He also related his strategy for building an effective relationship with education officials in Washington, which had shut out the NEA in previous years.

His message for AAP members: Don't become discouraged if some people respond negatively when you talk to them about organizing. Instead, find out their objections and overcome them. Stay focused on the reasons APs deserve a voice in their employment issues, and we will win the naysayers over. ■

Ask AAP

How Much Notice before Termination?

Q: When an Academic Professional is terminated, to how much notification is he or she entitled?

A: According to Provost's Communication 11: Notice of Nonreappointment for Academic Professional Employees and Other Members of the Academic Staff (<http://www.provost.uiuc.edu/provost/retirement/nonac.html>), "Two factors—the length of time the employee has served the university in full-time, continuous, *non-visiting* (italics added) academic professional positions *and* the type of funds from which the employee is paid—determine the minimum length of time required for the Notice of Nonreappointment. This varies from two to twelve months."

In general, APs on "hard" money are entitled to longer minimum notice period than those paid from "soft" money. Combining the two factors, the following periods of notice are required for various employees:

Source of Funds	Years of Eligible Service	Months of Required Notice
Hard	Less than 4	6
Hard	4 or more	12
Soft	Less than 4	2
Soft	4	6
Soft	5	7
Soft	6	8
Soft	7	9
Soft	8	10
Soft	9	11
Soft	10	12

Three important aspects about notice requirements should be emphasized. First, the current contract in effect at the time of the Notice of Nonreappointment is not altered by the notice, which has prospective effect only. Second,

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AAP

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UI BOT Gives Tech

Administrator a BIG Raise

Why should APs care? See page 2.