



EQUITY ☆ OPPORTUNITY ☆ EXCELLENCE

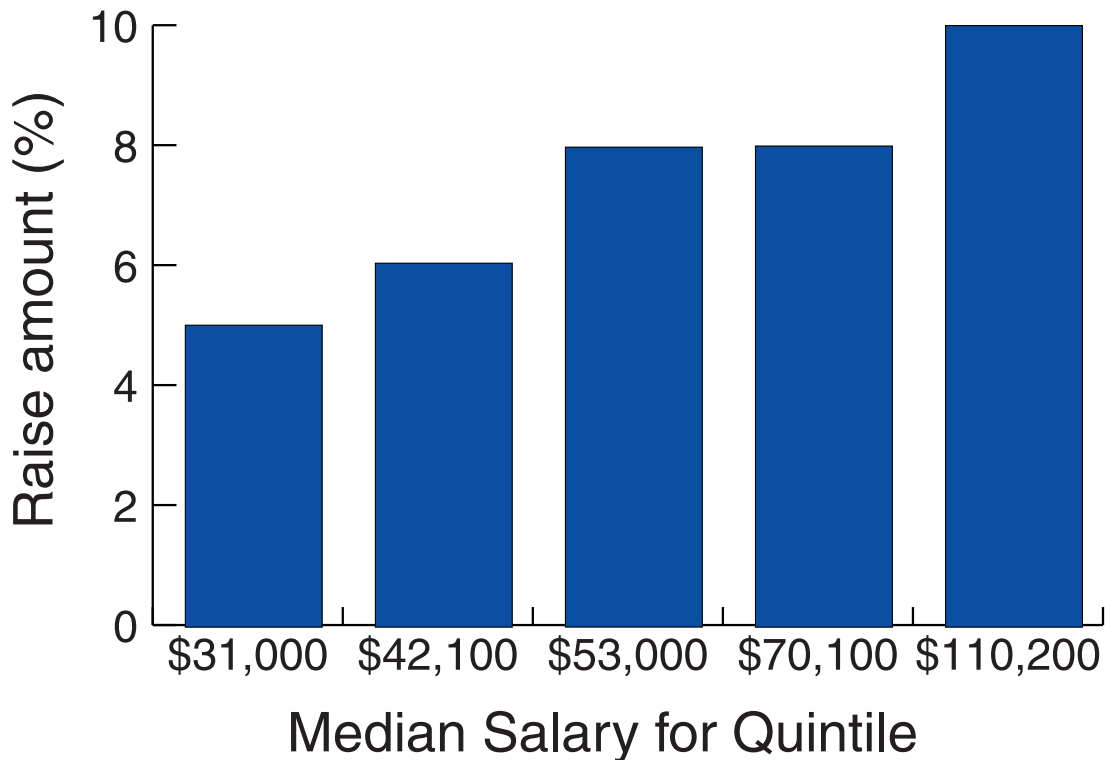
AAP Advocate

Association of Academic Professionals
University of Illinois at Urbana-Champaign
Affiliate, Illinois Education Association (IEA/NEA)
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**The higher the starting salary,
the larger the mid-year raise. . .**

Mid-Year AP Raises



At UIUC, 186 academic professionals received raises between September 2001 and May 2002. The size of the raise was greater the higher the AP's starting salary--both fractionally and in real dollars. The chart above shows that of the people who received mid-year raises, the 37 APs earning the least (\$31,000 on average) received the smallest average mid-year raise (5% or \$1,500), while the best-paid group of 37 academic professionals (earning an average of \$110,200) received the largest average mid-year raise, a remarkable 10% or \$11,000. For more information about mid-year raises, contact your unit's business manager or the office of Academic Human Resources. ■

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*
 Jamie Hutchinson, *ECE*
 Diana Johnson, *Liberal Arts and Sciences*
 Rose Morefield, *Krannert Center*
 Lydia Khuri, *Prog. on Intergroup Relat.*
 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

Go, GEO, Go!

The Association of Academic Professionals extends its sincerest congratulations to the Graduate Employees Organization (GEO) at the University of Illinois at Urbana-Champaign for its momentous victory.

Spring 2002 saw not only the first acknowledgement by the University of Illinois of the GEO, but it also saw both parties reach “an agreement about the composition of an electorate to vote on a potential union of graduate assistants at the Urbana-Champaign campus.” We commend the University for abandoning its anti-union stance and investment of its resources to fight unionization of its graduate employees.

This event is historic. This is the first time that the University of Illinois has indicated a willingness to negotiate with a union representing professional employees. This is a big step toward meeting the University’s avowed goal of shared governance for its professional employees. Hopefully, this will mean that its graduate employees will be actively engaged in the decision-making process and will have a voice in their work situation. We hope that eventually all of the University’s employees will be able to actively participate in shared governance so that we can all work to build a viable academic community and maintain a world-class university.

The AAP congratulates the GEO and all of its members in this historically significant moment. ■

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Contracts Guarantee Raises for Other UIUC Employees

By Philip Garnier and Peter Miller

Most, if not all APs on the UIUC campus have been informed that due to budget cuts we are to receive 0% salary increases in the upcoming year. However, not all our colleagues on this campus will be so affected. Thanks to contracts negotiated on their behalf by their respective unions, a number of support staff and trades people will be seeing pay raises this year. Here is an incomplete sample of the percentage increases:

- **AFSCME** (Local 3700): **5 – 7 %**
- **Cement finishers** (Local 143): **5%**
- **Plumbers** (Local 149): **4+%**

Where might we be on this list with a collective bargaining agreement? ■

Imagine how things can be better if we have a voice of our own.

HAPPY HOUR

Meet other APs and enjoy hot, fresh pizza from the Bread Company (Nevada and Goodwin, Campus)!

Thursday August 15

Thursday September 19

5-7pm

Why Join? APs Speak Out

“I’m 22 years old and have been an AP for a total of 10 months. Why even join? Although it may seem the AAP doesn’t offer anything to me directly, it offers far too much to others to not feel the need to support it.”

—Andrea Dearth, Vet Medicine

“I was initially skeptical of the AAP. My primary concern was remedying the absence of domestic partner benefits at the U of I, and I reported this in my first encounter with an IEA representative. He suggested that the AAP might take up this issue. I tentatively began to work with the AAP around the domestic partner benefits issue. I was pleased to see that the AAP did support my interests on benefits and many other issues. I joined the AAP because it provides structure and resources for the advocacy work I want to do around benefits; as I work in this area, other members advocate for other of my interests, such as salary equity.”

—Jane Reid, Clinical Counselor ■

APs Elect Leadership

By Rose Morefield

Last spring academic professionals had opportunities to shape their environments through elections in two organizations. The Association of Academic Professionals was very excited to hold its first election of officers, an important step in full participation in the National Education Association and further progress on the path to democratic representation within our membership. Nine positions, of which three are standing committee chairs, were filled.

I am pleased to introduce you to the AAP Executive Board: Chairperson, Jenny Barrett; Vice Chairperson, Philip Garnier; Secretary, Cheryl Berger; Treasurer/ Finance Committee Chair, Veronica Kann; Spokesperson, Lydia Khuri; IEA Regional Delegate, Eric Keeley; IEA Regional Delegate Alternate, Rose Morefield; Membership Committee Chair, Bobbi Trist; and Mediation/Advocacy Committee Chair David Peyton. These are our representatives, elected by a membership that is shaping the AAP community.

The Council of Academic Professionals, an organization created by the University to be advisory to the chancellor on AP issues, also held elections in May. In the past year CAP moved to double its size, so there are now two representatives from each of 10 campus districts. Each district elected at least one new member to the Council this year. We are happy to report that seven of the current 20 CAP members are also members of the AAP. This representation will give more leverage to our voices within the already existing governance of the University. (For more information about CAP see www.cap.uiuc.edu.)

Are you seeking a voice within your work environment? You can have a voice in AAP! Become a member today by calling 337-5174. Executive Board meetings are open to the membership. It takes many people and ideas to build strength. ■

Quasi Endowments *Continued from page 4*

minimum of five years, but no legal restriction prevents the university from using the funds if they decide the money is needed elsewhere.

Some may remember the university’s “Coke deal.” In 1998, the university granted Coca Cola exclusive rights to sell their products on campus. In return, the university received a \$5 million lump-sum payment, which the trustees chose to place in a quasi-endowment fund (*Inside Illinois*, May 7, 1998). If the trustees wanted to use that \$5 million to cover the current year’s budget crisis, they could. They could also use the other \$263 million (1) that the university reported in its audited annual financial report in June 2001, although managers may have some good reasons for not spending the entire amount.

It’s worth looking further into the unusually large sum that the U of I holds in its quasi-endowment. University managers should disclose where the funds are held and how they’re being used, and allow the university community decide whether today’s budget crisis merits using those funds.

Footnote:

(1) While the quasi-endowment is large, the endowment funds are much larger. In April 2001, UIF announced that the endowment had topped \$1.5 billion. ■

Ask AAP: What Is a “Quasi-Endowment”?

Q: In the May 2002 issue of the *AAP Advocate*, Jenny Barrett wrote, “We know that the University of Illinois has over \$250 million in discretionary funds in the form of quasi-endowments.” How does the AAP “know” this and what is a “quasi-endowment”?

A: It’s not news that the University of Illinois faces a terrible budget year. The state of Illinois cut operating funds by \$50 million, and the Governor’s office forced the university to pay \$25 million in health insurance costs that the state formerly paid. A \$75 million reduction from an \$800 million appropriation is a significant setback to higher education. However the state’s flagship institution is fortunate to have a large quasi-endowment.

Generally speaking, endowment funds are meant to be invested, with only the yield (market value gain plus income) being spent. Legal restrictions prevent the university from spending the principal of the university’s endowment funds, which are overseen by the University of Illinois Foundation (UIF). However quasi-endowment funds are different.

They are overseen by either the Board of Trustees or UIF, and they carry no legal restrictions preventing the principal from being spent.

The U of I Office of Business and Financial Services describes the difference in Section 14.4 of its Policies and Procedures manual: “Endowment funds are received from a donor with the restriction that the principal is not expendable. Quasi-endowment funds are established by the University Comptroller to function like an endowment, but may be totally expended at any time at the discretion of the University Comptroller.”

Internal policies request that quasi-endowment funds carry minimum balances and that they be established for a
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AAP

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“THEM THAT’S GOT ARE THEM THAT GETS”

APs who make more to begin with also get higher raises—both in real dollars **and** as a percentage of starting salary.

See front page.