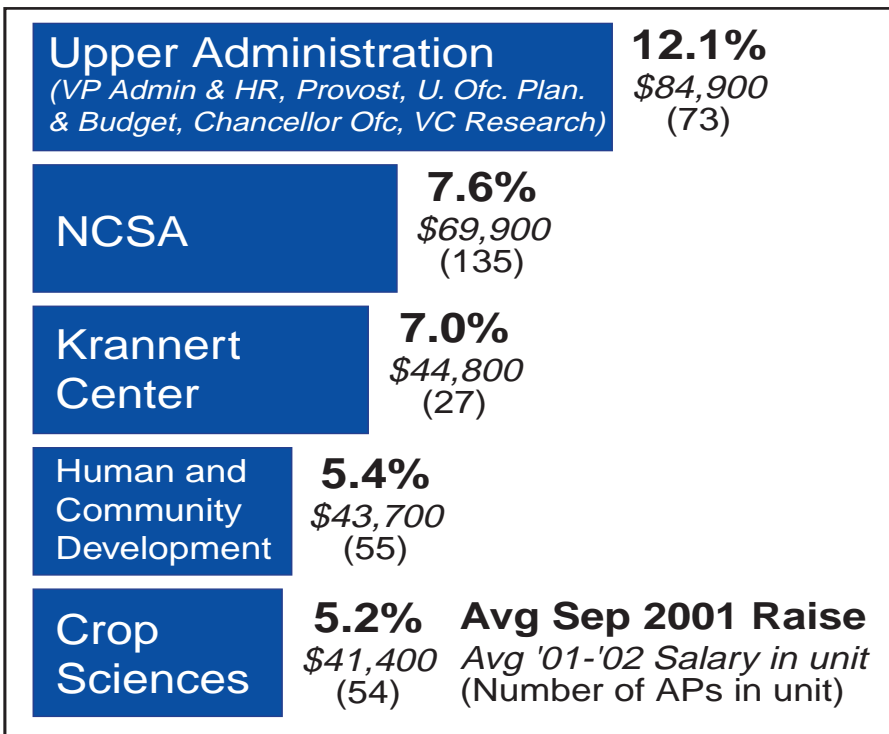




EQUITY ★ OPPORTUNITY ★ EXCELLENCE

Shared Sacrifice?

September 2001 raises varied dramatically across the Urbana campus



The AAP analyzed UIUC salary data and we were pleased—and surprised—to learn that the average raise for APs was 7.2%. Sadly, we also found that those working in upper administrative units awarded themselves dramatic raises, just as the economy was slipping into recession. Meanwhile, lower-paid APs received smaller percentage raises.

The AAP believes that clear and fair guidelines for obtaining raises should be adopted campus-wide, and we call on campus managers to justify their large raises. The work that brings excellence to UIUC happens in the laboratories, offices, classrooms, and studios campus-wide, not just in administration buildings.

Other charts and details about these statistics can be found at the AAP website, <http://www.shout.net/~aap/>.

Super-Sized Raises for Administrators

Name	Title	Raise: (\$)	(%)	Salary	Name	Title	Raise: (\$)	(%)	Salary
James Stukel	President	\$27,063*	8.6%	\$334,820	Chester Gardner	Dept Affl, V Pres For Acad Aff, Res Prof	\$12,500	5.0%	\$262,500
Steven Veazie	Deputy Univ. Counsel	\$26,037	19.6%	\$159,000	Katharine Kral	Asst V Pres for Bus & Fin	\$12,000	8.9%	\$147,000
Patricia Askew	Vice Chan. for Student Affairs	\$24,000	15.9%	\$175,000	Stephen Rugg	Assoc V Pres for Plng & Budgeting	\$11,750	7.4%	\$170,000
Charles Colbert	Vice Chan. for Admin & Human Resources	\$23,700	16.2%	\$170,000	Van Anderson	Assoc V Chanc for Admn & Human Rsrc	\$10,695	9.4%	\$124,601
Michele Thompson	Secretary of the BoT	\$22,150	16.4%	\$157,500	Tina Gunsalus	Assoc Provost	\$10,432	9.6%	\$119,200
Robert Todd	Assoc V Pres for Admn & Human Rsrc	\$16,230	10.5%	\$171,150	Eugene Pitcher	Univ Dir of Real Estate, Univ Coord	\$9,900	10.1%	\$108,400
Richard Herman	Provost & V Chanc for Acad Aff	\$14,875	6.3%	\$250,000	Peter Czajkowski	Assoc V Pres for Fin Plng/Anlys	\$9,740	7.5%	\$140,000
Michael Aiken	Chancellor Emeritus, Urbana-Champaign	\$14,632	6.0%	\$258,492	Frank Tuck	Prgm & Policy Anlys, Team Coord	\$9,647	10.2%	\$103,772
Douglas Beckmann	Asst V Pres for Bus & Fin	\$14,300	11.7%	\$136,500	John Dempsey	Dir O&M Division, Assoc V Chanc Admn & HR	\$9,372	8.0%	\$126,522
Craig Bazzani	Comptroller, VP Admn, Dir of Univ Police	\$13,987	5.0%	\$293,737	Kathleen Pecknold	Assoc Provost and Dir, Acad Human Rsrc	\$8,950	7.7%	\$124,450
Charles Evans	Dir of Univ Outreach & Pub Serv	\$13,350	14.0%	\$109,000	David Shoemaker	Dir of Budget & Rsrc Planning	\$8,500	8.5%	\$108,500

*Jim Stukel's raise was \$19,500 plus 6 vacation days, valued at \$1,343 per day. News-Gazette 7/24/01

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 Kaczmarowski, *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

Bad State Budget Planning Affects APs

By Peter Miller

APs should take note that one of the University's health insurance options will run out of money in March. The Quality Care insurance plan is the state's most flexible (and the more expensive) insurance option. As a "traditional" health insurance plan, it allows participants to visit whichever physician they choose; they are not limited to the physicians who participate in a particular HMO. Quality Care also includes prescription and mental health/substance abuse coverage. Because most UIUC employees have access to two large HMOs in Champaign-Urbana, both of which cost less than the Quality Care plan, only about 20 percent of UIUC employees choose Quality Care.

In testimony before the state's Economic and Fiscal Commission in October, the state official responsible for Quality Care's finances said that the program will fall \$110 million short of needed funds during the current fiscal year, and, unless the state provides adequate funding, it will fall \$330 to \$350 million short next fiscal year.

What does this mean for APs? Because of the budget shortfall, health care providers who submit claims for reimbursement will not receive their money until much later than normal. While claims are normally paid in under thirty days, the state is already slowing payment. According to Hank Scheff, benefits negotiation specialist with AFSCME Council 31, a 49-day claim hold is currently in place. That hold will continue to lengthen until March, when the state will stop paying claims altogether until the next fiscal year, which begins in July.

If you're a long-term university employee, you may be feeling a touch of *deja vu*. When the nation fell into recession in the early 1990s, Illinois underfunded its health insurance plans, and the money ran out early. Some physicians weren't paid for extended periods, so doctors began asking patients to pay for their health care up-front, leaving patients to wrangle with the state for reimbursement.

The same thing may happen again this year: doctors may ask Quality Care enrollees to pay as soon as their visits are done. However recent amendments to a state law may discourage health care providers from taking that step. Following the recession of the early 1990s, the state legislature strengthened the Illinois Prompt Payment Act. If the state pays late, it pays interest at a rate of 9 percent annually, but even this may not discourage doctors or their bill-collecting operations from peppering Quality Care patients with reminders and notices.

To avoid unnecessary attention from medical bill collectors, Scheff recommends that once claims are adjudicated, the patient should send a copy of the "explanation of benefits" and a copy of their check to the bill collector. With luck, this will show that you, the patient, have done your part and the burden for the remainder rests with the state.

Doctors may begin asking patients to pay as soon as their visits are done

Continued on next page

Chancellor Delivers Familiar Message to Child Care Group

In a January 22 meeting with employees working to expand child care at UIUC, Chancellor Cantor told the group that she will focus on “services, not facilities.” Drop-in care and care for sick children are atop the list of services to be improved, but Cantor foresees no new child care facilities. Associate Provost Kathleen Pecknold will also form a committee with the United Way to address child care needs. “I view this as an implementation plan,” Cantor said.

AAP Supports Contraceptive Insurance Effort

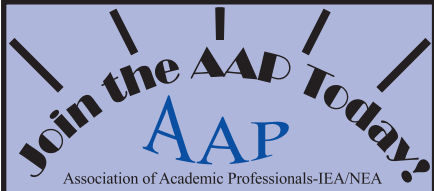
The university should provide insurance coverage for contraceptives, according to federal anti-discrimination rulings and a growing number of University of Illinois employees. The AAP endorses a campaign led by the Champaign County Health Care Consumers, and encourages the university to begin providing coverage as soon as possible. To join the campaign for contraceptive coverage, call Brooke Anderson at (217)352-6533.

UI Lobbyist Discusses Challenges Ahead

Rick Schoell, UI’s director of government relations, met with AAP leaders and IEA lobbyists to discuss the upcoming state legislative session. Not surprisingly, the January 23 meeting focused on uncertainty about the state budget. AAP leaders offered to help UI win a strong budget in a difficult year, and both Schoell and the AAP pledged to stay in communication regarding legislative needs. AAP discussed leading a group of APs to Springfield to help lobby for the budget later this spring.

APs Take Issues to Trustees

Three AAP members addressed the UI Board of Trustees during their November 15 meeting. Maeve Reilly, an editor at WILL, urged immediate action to provide adequate child care at UIUC. David Perkins, marketing director at the UI Press, discussed how the lack of domestic partner benefits contributed to his decision to leave UI. Rose Kaczmarowski, a costume designer at the Krannert Center submitted written comments supporting Pres. Stukel’s proposal to improve retirement savings.



Join the AAP Today!
Association of Academic Professionals-IEA/NEA

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- * **Improve your pay and benefits**
- * **Ensure an advocate is there for YOU**

Contact us at (217) 337-5174 or aap@shout.net

Budget Planning, continued from previous page

How did this mess happen and when will it be cleaned up? The problem has two parts, in Scheff’s analysis. First, the state is in a fiscal crisis, something that could have been predicted early in 2001 when the stock market began its tumble. With lower state revenues, fewer funds are available to shore up health insurance plans. Second, those managing the health care plans made a serious mistake when they projected “absurdly rosy” budgets and very modest cost increases. Based on the cost increases projected by large insurance companies, “CMS could have and should have known the plan would go broke,” according to Scheff. Requesting too little money in the current year’s budget will place a burden on future state budgets.

The solution today is the same as in the early 1990s: the state government must take responsibility for adequately funding the state’s health care plans. It’s something to inquire about this spring as candidates for the state legislature hit the campaign trail. ■

Multiyear Contracts, continued from back page

The AAP does not oppose the principle of dismissal for cause, provided that a fair and effective grievance procedure is available to APs. However, since existing procedures are inadequate, we support retaining the mandatory notice included with a terminal contract.

At any rate, what do we gain if we receive a multiyear contract but the University can say “the contract is up” at any time? If the University truly wants to “give those people who are very valuable parts of the university community longer-term contracts and more job security,” it can do so by extending multiyear contracts to APs and also retaining the terminal contract benefit in its present form. ■

Multiyear Contracts for APs: *Proceed with Caution!*

By Jenny Barrett

In a recent *News-Gazette* article (October 30, 2001), Robert M. Fossum, chair of the University Senate, spoke of the possibility of multiyear contracts for academic professionals. "We want to be able to give those people who are very valuable parts of the university community longer-term contracts and more job security if they are deserving of it," Fossum said.

Multiyear contracts for academic professionals? It sounds great, doesn't it? We can use the additional job security. Or does it actually mean greater job security?

Fossum also said that before the University can extend multiyear contracts to APs, the University statutes must be amended so that sanctions and dismissal for cause can be directed against APs. Fossum said, "If we don't have sanctions, we feel we won't be able to pass an amendment to the statutes that allows multiyear contracts. Now, we can just say the contract is up (if an employee violates University policies)."

In the spring of 2000, the AAP opposed and helped

table the amendment to which Fossum referred. The AAP opposes the definition of "cause" in the proposal because it allows termination based on activities conducted away from work or for any other reason. As written, cause will be so broadly defined as to have no definition at all. The AAP also objects to the allowance that the steps in "Progressive Response" can be taken out of order without the agreement of the affected employee.

The proposal as written diminishes job security for APs by weakening or effectively eliminating the terminal contract. Currently all APs are employed "at will,"

meaning they can be given a terminal contract at any time for any reason, regardless of whether a justifiable cause for termination exists. The terminal contract is derived from AAUP principles protecting academic freedom, and it gives nonvisiting APs from two months to a full year notice before being terminated. If the "dismissal for cause" proposal is implemented, APs could be terminated without the notice prescribed in the terminal contract.

Continued on page 3

The senate proposal diminishes AP job security

AAP

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AAP notes with sadness the passing of member William Goodman,

Jr., computer-assisted instruction specialist in the Division of Rehabilitation-Education Services, on December 8. We will miss Bill. He had a good sense of humor. He was constantly working to ensure that employees, especially the disabled, were treated fairly and with dignity