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Vol. 3, No. 5, May/June 2010

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## PROFILE: APAC PROVIDES MICHAEL MOSS OPPORTUNITY TO CONTRIBUTE TO CAMPUS

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Michael Moss (left), with Ryan.

## UIC UNITED'S BORDERS RETIRES FROM

next to the Administrative Office Building (AOB) on Polk St. Despite the cool weather, more than 40 people showed up for ice cream and to hear talks by representatives of the various committees:

Chancellor's Committee on the Status of Asian Americans, Chancellor's Committee on the Status of Blacks, Chancellor's Committee on the Status of Latinos, Chancellor's Committee on the Status of Lesbian, Gay, Bisexual, and Transgender Issues; Chancellor's Committee on the Status of Persons with Disabilities; Chancellor's Committee on the Status of Women; and Academic Professional Advisory Committee.

FOR PHOTOS of the event go [here](#).

**APAC News**  
**University of Illinois at Chicago**  
**Vol. 3, No. 5, May/June 2010**

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Chair: Holly Ann Burt  
Vice Chair: Kimberly D. Clark  
Secretary: Jill Davis  
Webmaster: Rob Moranetz  
Editor: William S. Bike  
Writing Staff: Ivone De Jesus

## UNIVERSITY; WILL FIGHT ON

First Vice President of UIC United, the UIC chapter of the State Universities Annuitants Association, Marsha Borders has retired as a Program Coordinator at the UIC College of Dentistry, but will continue in her UIC United role.

"I'VE BEEN with the organization for about seven years now as a board member, and of course our main goal and job is to fight for the benefits of current and retired employees... [\[Read More\]](#)

Despite retirement, Marsha Borders (left), shown with her daughter, Oneka, at her going-away party, plans to continue to fight for UIC employees.



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## THE CONTINUING CRISIS



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## TASK FORCES LOOKING AT EMPLOYEE ISSUES



Chancellor Paula-Allen Meares (2nd from left), shown with AP leaders at the May 18 ice cream networking event, would like employees to be aware of task forces examining employee issues.

**CHANCELLOR PAULA Allen-Meares** would like employees to be aware of the five UIC task forces that have been developed on the same concept as the UI Administrative Review & Restructuring (ARR) Committee (<http://www.uillinois.edu/arr/>), looking at employee issues.

**THE FIVE** UIC Academic and Administrative Task Forces are listed at <http://www.uic.edu/depts/oaa/taskforces.html>. Their description, charge, membership and timeline is listed on the website. Additionally, a comments section is included.

**UIC ACADEMIC** Directions Task Force  
[http://www.uic.edu/depts/oaa/academic\\_directions.html](http://www.uic.edu/depts/oaa/academic_directions.html)

**UIC ADMINISTRATIVE** Review and Restructuring Task Force (Internal) [http://www.uic.edu/depts/oaa/adminreview\\_restructure.html](http://www.uic.edu/depts/oaa/adminreview_restructure.html)

**UIC ADMINISTRATIVE** Review and Restructuring Task Force (External) [http://www.uic.edu/depts/oaa/adminreview\\_restructure.html](http://www.uic.edu/depts/oaa/adminreview_restructure.html)

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## CHIEF FINANCIAL OFFICER KNORR SPEAKS ON FINANCIAL WOES

**DR. WALTER Knorr**, Vice President/Chief Financial Officer and Comptroller, on May 6 spoke to more than 60 employees at a session sponsored by APAC.

**KNORR** noted that the State of Illinois is supposed to pay for about \$350 million in healthcare, but is running from six to eight months behind in paying its bills, including to UIC as a healthcare provider and to the healthcare providers from whom UIC employees receive medical care.

“**THE AMOUNT** the State owes U of I will get bigger and be compounded, because they just don’t have the money,” Knorr said.

**THE U OF I** State funding for 2011 has been reduced by 6.2%, Knorr noted, stating that the reduction was limited to that figure by the Federal government, which would have refused to provide Stimulus money had the State reduced that figure even more. “So 2012 could see larger reductions,” he said.

**HE NOTED** that when U of I and other education supporters marched on Springfield April 21, “the next day the State provided \$30 million to us.”

**BECAUSE THE** State recently passed legislation sharply reducing the benefits of employees hired after Jan. 1, 2010, “we’re thinking of supplemental benefits for new employees,” he said. “This new pension plan puts us at a tremendous disadvantage for hiring faculty and APs in the future. It’s hard to attract the best with a poor pension plan.”

**JOHN LOYA**, Vice Chancellor for Human Resources, spoke up and noted that his office is “analyzing all AP jobs. The strategy is to position ourselves to evaluate salaries well, so as to understand whether our salaries are competitive.”

**DURING THE** question-and-answer session Knorr was asked if employees should expect that State payments to their medical providers will be delayed, and Knorr said “yes.” When asked what we can do about it, he suggested that employees “bombard CMS” with requests to pay.

**ANOTHER QUESTIONER** asked if a State income tax increase would help, and Knorr replied, “Absolutely. A 1% tax increase would bring \$4 billion to the State. But the prognosis is not good for an income tax increase to pass.”

**KNORR ALSO** noted, “The State deficit is \$13 billion and the State budget is \$27 billion. So \$13 billion is almost half. That’s the worst percentage in the nation of deficit-to-budget ratio—worse even than California.”

**TO CONTACT** Knorr’s office, call (217) 333-1560, or e-mail [wknorr@uic.edu](mailto:wknorr@uic.edu).



**DR. WALTER Knorr**, University Vice President, Chief Financial Officer, and Comptroller, spoke to a crowd of APs on May 6 about University financial issues.

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## PROFILE: MICHAEL MOSS

### APAC PROVIDES MICHAEL MOSS OPPORTUNITY TO CONTRIBUTE TO CAMPUS



Michael Moss (left), with Ryan.

**WHEN MICHAEL Moss**, Assistant Director for Costing and Analysis, Office of Grants and Contracts, Office of Business and Financial Services (OBFS), thinks about what he likes most about his job he has quite a bit to say.

“**THE WORK** is very diverse, and I have the opportunity to work with a broad network of UIC staff throughout the various schools, colleges, and non-academic departments,” Moss noted.

**HE ADDED** that he also has had the chance to learn a tremendous amount about University administration and has enjoyed the opportunities for professional growth that have been provided by his position. His primary responsibilities are federal cost accounting (calculating the campus finance and accounting, fringe benefit, and tuition remission rates) and effort reporting. Many Academic Professionals are very familiar with the effort reporting process since it is completed yearly.

**MOSS HAS** worked for OBFS for about three years at UIC for about six and a half years. Prior to moving to OBFS, Moss worked as an Assistant Director in the Office of Student Financial Aid within Student Services.

**HE ALWAYS** has been an avid volunteer, and feels APAC has provided him with the opportunity to “to contribute to others on campus through participation on the various committees, programs and projects,” he said. He has been a member of APAC for three years and has observed many APAC accomplishments. “APAC has become more visible on campus and, as a result, has been better able to reach UIC staff with programs and events,” Moss said.

**SOME EXAMPLES** include events to address the Civil Service audit and a recent town hall featuring University Vice President, CFO, and Comptroller **Walter Knorr**. Moss added that these events are largely promoted via the listserv (PACADEMY), the [recently revamped website](#), and the “well established newsletter,” *APAC News*. He also indicated that he has personally been working to launch a survey of Academic Professionals (APs) and has received significant sponsorship and support from the Chancellor and the Vice Chancellors over this past year.

**IN THE** upcoming year, Moss would like to see a completed survey of APs. “As a result of furloughs and State budget problems, many APs have legitimate issues questions and concerns, but have lacked a unified vehicle to express them,” he said. According to Moss, the survey will “provide an opportunity to voice these issues” and he said he is hopeful that a dialogue can begin between the campus and academic staff.

**AWAY FROM** work, you can find Moss at the newest restaurant, technology expo, or antique store. He refers to himself as a “foodie” as he loves to cook and try new restaurants. He loves it so much that he is a member of two dinner clubs that meet monthly. Moss also considers himself a “technology and gadget geek,” saying “if it’s new and has buttons, I want it.” Additionally, he enjoys antique and thrift stores and collecting vintage and retro glass. These activities are shared with his partner, **Ryan**. They recently celebrated their 12-year anniversary. The couple met while Moss was in college at Wichita State University and moved to Chicago together seven years ago.

**--Ivone De Jesus**

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## UIC UNITED'S BORDERS RETIRES FROM UNIVERSITY; WILL FIGHT ON



Despite retirement, Marsha Borders (left), shown with her daughter, Oneka, at her going-away party, plans to continue to fight for UIC employees.

**MARSHA BORDERS**, First Vice President of UIC United, the UIC chapter of the State Universities Annuitants Association has retired as a Program Coordinator at the UIC College of Dentistry, but will continue in her UIC United role.

“**I’VE BEEN** with the organization for about seven years now as a board member, and of course our main goal and job is to fight for the benefits of current and retired employees, to include pensions,” Borders said.

“**ONE OF** the things I want to do and the organization wants also is to get more current employees involved in UIC United,” she continued. “We’ve become more active than ever lately, and support is needed in order to mount a fight for our benefits.

“**I KNOW** it doesn’t look very good now because there’s an assault across the nation on public employee retirement benefits, but we just can’t lie down and do nothing. We have to continue to fight, move forward, and get the job done, and we really want employees to know they can help us,” Borders said.

**EMPLOYEES NEED** to put pressure on legislators “to be responsive to our needs,” she said. “I know people are busy, but it has to be a priority.”

**IN RETIREMENT**, it won’t be all UIC United work for Borders, however. “I plan to do a little more travel and personal development—learn some languages because I’d like to visit Europe, get involved in art,” she said. “The sky’s the limit. No grass will be growing under my feet.

“**I WILL** miss all the people I worked with,” Borders concluded, noting that at UIC “I’ve met some of the finest people on the planet. It’s really enriched my life working here; when you give, you also get.”

**TO CONTACT** borders, e-mail [meeshb@gmail.com](mailto:meeshb@gmail.com). To contact UIC United, e-mail [suaa@uic.edu](mailto:suaa@uic.edu) or call (312) 996-5834.

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## THE CONTINUING CRISIS

**Editor’s Note:** “The Continuing Crisis” is a new section of APAC News which links to news pertinent to the state budget crisis as it affects the University and Academic Professionals.

**A REPORT** by two University of Wisconsin professors puts the lie to recurring claims that State employees represent the “new wealth class.” In fact, the research shows that State workers here make considerably less than those in the private sector. See [Progress Illinois](#) of April 28.

**SOME DOCTORS** are refusing to treat State workers, fearing our insurance won't pay them. See April 29 [Progress Report](#).

**THE STATE Journal-Register** editorial board wrote on May 11 that borrowing money to pay for pensions is irresponsible. They added that skipping the payment altogether “reaches a whole new level of negligence and carelessness.” See

**THE STATE** House voted to borrow up to \$4 billion to cover state pensions. See [this link](#).



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## ICE CREAM BRINGS APs TOGETHER



A tasty treat awaited those who attended the networking event.

**STATUS COMMITTEES** and APAC hosted an end of the year ice cream networking event on May 18 in the Atkins Garden next to the Administrative Office Building (AOB) on Polk St. Despite the cool weather, more than 40 people showed up for ice cream and to hear talks by representatives of the various committees:



Janice Hayden spoke on behalf of the Chancellor's Committee on the Status of Persons with Disabilities.

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**FOR PHOTOS** of the event go [here](#).

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Employees gathered in a circle to hear speakers from various Chancellor's Committees.

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## AARP REPORTS ON HEALTHCARE REFORM

**AARP**, THE nonprofit, nonpartisan membership organization that helps people 50 and over improve the quality of their lives, recently issued the following analysis of health care reform for people of all ages who receive insurance from their employers, such as UIC employees.

**YOU CAN** keep the health plan you have now. You will not be forced into a “government” plan—no such plan is offered under the new law. But you will have new protections and options, and other changes may affect you.

**NEW BENEFITS** and protections: Starting this September, insurance companies can no longer place lifetime limits (or even annual limits from 2014) on what they will pay for your care. From next January, insurance companies will have to spend a large chunk of the money you pay for your coverage on medical care, not profits or overhead. All new plans must provide many preventive services and screenings for free—but it isn't yet clear whether this change applies to existing employer plans before 2014.

**IF YOU** have children: Adult children can be covered until they turn 26. No child under age 19 can be denied coverage because of preexisting medical conditions. These changes begin in the fall, but you should consult your insurer to find out which month they take effect for your plan.

**RETIREMENT:** Through 2013, the government will provide money to help employer health plans cover early retirees ages 55 to 64 and to reduce retirees' costs.

**IF YOU** have a flexible spending account: From 2013, the maximum you can contribute to these tax-free accounts (including health savings accounts) will be reduced to \$2,500 a year, and you will no longer be able to use them to buy over-the-counter medicines not prescribed by your doctor.

**WELLNESS INCENTIVES:** Starting in 2013, employers will be allowed to offer employees discounts of up to 30% on their insurance costs, if they participate in a wellness program or meet health goals such as quitting smoking.

**NEW COVERAGE** options: Starting in 2015 you may be able to switch from employer-based insurance to one of many plans offered through the state-run exchanges and may be able to get subsidies to help you buy that insurance.

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## THANK-YOU TO DEPARTING MEMBERS

**APAC WOULD** like to thank **Charmaine Daniels, Adrienne Davis, Karen Ein, Sophia Magill, and Rob Moranetz**, whose terms ended in April and who left the board, for their hard work and active service as board members. Ein was the longtime chair of the CAPE Award committee, and helped make the award the top one given to Academic Professionals at UIC.

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**KAREN EIN** had been a member of APAC since 1998 and led the CAPE Award Selection Committee.

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## EMPLOYEE RECOGNITION MONTH SCHEDULED

**EMPLOYEE RECOGNITION** Month is scheduled for November.

**ON WEDNESDAY**, Nov. 3, the Campus-wide Employee Recognition Ceremony will honor all faculty members, academic professionals, and support staff who have completed 25, 30, 35, 40, and 45 total years of service.

**FOR MORE** information, go to [http://www.uic.edu/depts/hr/Special\\_Programs/employee\\_recognition.shtml](http://www.uic.edu/depts/hr/Special_Programs/employee_recognition.shtml).

**THE CHANCELLOR'S** Academic Professional Excellence Award (CAPE), established in 1988, recognizes the demonstrated excellence of academic professional staff, encourages their professional development, and indicates our institution's high regard for the contributions of this key segment of the academic community. Each year, a maximum of four academic professionals receive the CAPE Award. The award provides a \$1,000 permanent increase to the individual's salary, along with a \$2,000 one-time cash award.

**ACADEMIC PROFESSIONALS**, faculty, support staff, or students can make CAPE nominations. Resubmission of past nominees who have not yet received a CAPE Award is encouraged. The nominating form, application procedures, and eligibility criteria are available on the APAC homepage at <http://www.uic.edu/orgs/apac/cape.html>.

**THE DEADLINE** for receipt of nominations and all supporting credentials is noon on Friday, July 9. The CAPE Awards will be presented on Wednesday, Nov. 13.

**IF YOU** have any questions, please contact **Kimberly Clark**, Vice Chair of APAC (kdclark@uic.edu 6-4856). Information also will be posted on the APAC website at <http://www.uic.edu/orgs/apac>.

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## OP-ED: TEA PARTIERS AREN'T THE ONLY ONES ANGRY

**By Ken Dunkin**  
**Illinois State Representative (D-5th)**

**RECENTLY, ABOUT** 15,000 teacher, parents, students, and human service providers converged on the State Capitol to call on legislators to pass a responsible State budget.

**WITH DEEP** cuts on the horizon for public education and the social service system that takes care of so many of our less fortunate neighbors, it was no surprise that they chose not to come inside and instead surrounded the building in a show of anger and frustration.

**IT WAS** the biggest protest I have seen in my years of coming to Springfield, but I am afraid that those legislators who remain opposed to passing a budget still only hear the echoes of anger from the anti-tax Tea Party crowd.

**I, HOWEVER** am one of the 42 House members who voted for a temporary income tax increase to avoid drastic cuts until our economy can improve—a tax increase that did not pass. I did so not just because it is the best option for passing a responsible budget, but also because it allows Illinoisans to more equally share in being part of the solution.

**TO PASS** a budget without new revenue shifts the burden onto the disabled, the school children, victims of domestic violence, drug addicts, the homeless, and so many others in dire straits.

**THESE ARE** people that we have chosen to help because we know that a civilized society must help the less fortunate. Hubert Humphrey once said, “The moral test of a government is how it treats those who are at the dawn of life, the children; those who are in the twilight of life, the aged; and those who are in the shadow of life, the sick, the needy, and the handicapped.” Do we want a society where everyone is in it together, or every man for themselves?

**THE RECENT** rally in Springfield shows that Tea Partiers aren’t the only ones angry about the direction of our State and country, but it is those who call for government cuts that we must face. Most who call for drastic cuts still want every government service imaginable but do not want to pay taxes to support them.

**A RECENT** survey by the *Economist* asked Americans how they would tackle the Federal deficit. Increasing taxes was offered by 5% of respondents, while 62% called for reduced government spending.

**BUT WHEN** presented with more than 15 areas of government spending to cut, no domestic spending area received more than 29% support for cuts by respondents. A different survey of Tea Party supporters shows that they are generally happy with the benefits they receive, but are dissatisfied with the benefits others receive.

**IF WE** allow the loudest voices to come from the Reverse Robin Hoods, those who would take from the poor to feed the rich, those who begrudge others who receive assistance while they themselves benefit from government spending, then we will lose this fight.

**PRESENTING LEGISLATORS** with mere facts is not enough. Those who can muster the rawest emotion will prevail.

*Representative Dunkin’s office can be reached at (312) 266-0340. Opinions expressed in APAC News Op-Eds are those of the writer and not necessarily those of APAC News.*



Representative Ken Dunkin (left), shown with President Barack Obama, recommends putting some passion into what you say when you contact State Legislators about the budget.

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## BENEFIT BEAT: SUMMER FUN!

**TAKE ADVANTAGE** of some fun venues offered on campus.

**CHECK OUT** <http://imweb.ops.uic.edu/public/rec/contact.php> for UIC Campus Recreation, including facilities, aquatics, group fitness, instructional programs, swimming, massage therapy, personal training, and more.

**THE RECREATION** Facility is at 737 S. Halsted St., (312) 413-5150. The Sport and Fitness Center is at 828 S. Wolcott, (312) 413-5260. The Student Games and Bowling Center (bowling, billiards, arcade games) is at 750 S. Halsted St., (312) 413-5170. South Field Complex (fields, tennis courts, volleyball courts, jogging) is at 900 W. 14th Pl., (312) 413-2738.

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## UPCOMING EVENTS

Date	Event	Description	Location	Time
6/10	APAC MEETING	Monthly business meeting	MBRB 4350	12:30 p.m.
6/11	UIC WORLD CUP VIEWING PARTY	ALUMNI/STAFF EVENT	UNION PARK TAP	8:00 a.m.
