

UNIVERSITY OF ILLINOIS

Hogan: UI merit raises to begin Aug. 16

Employees' pay hikes to average 3%, thanks to cost-cutting efforts

By PAUL WOOD
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URBANA — Merit-based raises for some University of Illinois employees will go into effect with the pay period beginning Aug. 16.

UI spokesman Jan Dennis said the raises will average 3 percent, with some workers getting more and others less.

President Michael Hogan said Wednesday that cost-cutting has produced a 3 percent pool for raises for UI employees at all three campuses.

Repeating much of what he told The News-Gazette last week, Hogan wrote in a mass email that, "I've stated all year that one of my top priori-

ties has been to avoid furlough days and strive to find enough cost savings to restore merit-based compensation programs."

"I'm pleased to announce that our cost-savings measures and careful planning on all our campuses has helped us in this regard. We've been able to identify funding to enable the first campus salary program for our faculty and academic professionals in nearly three years," he continued.

The 3 percent pool will be used for merit-based compensation adjustments, including university administration.

"This modest allocation is well-deserved for our hard-working employees who have faced salary freezes for consecutive years, as well as effective compensation losses in FY 2010 as a result of furlough days," Hogan wrote.

He said many union members will

benefit.

"Many of our collective bargaining units have contractual language that provides for pay adjustments based on the campus wage program, if the campus wage program is greater than previously negotiated pay adjustments for the same period. I will, of course, honor those agreements," Hogan wrote.

The university will be exploring similar arrangements for other contractual employees.

Quinn overhauls ISAC board

By: Steve Daniels July 07, 2011

(Crain's) — Gov. Pat Quinn is cleaning house at the Illinois Student Assistance Commission, replacing all but one of the holdover commissioners who approved controversial changes to the \$1.1-billion investment fund backing the College Illinois prepaid tuition program.

Mr. Quinn appointed five new commissioners to join new Chairman Kym Hubbard and recent appointee Miguel del Valle, the former city clerk who ran unsuccessfully for mayor of Chicago this year. The new board will meet Friday to make what people familiar with the matter say will be major changes to ISAC. It also is expected to decide the future of Executive Director Andrew Davis, who engineered a controversial, unorthodox overhaul of the College Illinois fund that shifted nearly half the assets into "alternatives" to traditional stock and bond investments.

The new appointees are:

- Mark Donovan, vice-chancellor of administrative services for the **University of Illinois at Chicago**;
- Marina Faz-Huppert, legislative director for Local 881 of the United Food and Commercial Workers union;
- Kendall Griffin, assistant principal for operations at Niles West High School;
- Kim Savage, student affairs assessment program coordinator and assistant to the vice-chancellor at the University of Illinois at Chicago; and
- Verett Ann Mims, assistant treasurer in global treasury operations at Boeing Corp.

Four of those five replace ISAC holdovers Mary Ann Louderback, Sean Dauber, Lynda Andre and Hugh Van Voorst. One fills a vacancy on the commission. There is one more vacancy the governor has yet to fill.

Still at the commission is Vice-chair Sharon Taylor Alpi. Her term expired last month. Asked whether she would be reappointed, a spokesman for Gov. Pat Quinn said, "We're continuing to review the commission." He declined to elaborate.

In a statement, the spokesman wrote, "The appointees bring a top-notch mix of professional and educational backgrounds to the commission charged with assuring the affordability and accessibility of college in Illinois—a top priority of the Quinn administration."

The new commission is scheduled to take up unspecified audit, personnel and investment matters in executive session at its meeting Friday morning.

ISAC has been under fire since a **Crain's investigation in March** disclosed that College Illinois was operating with a 31% funding shortfall, even as most families that bought tuition contracts under the program mistakenly

believed that the state guaranteed the contracts in the event of a default. Meanwhile, Mr. Davis moved to shift nearly half the assets in the fund holding parents' college savings into exotic investments like hedge funds in a bid to hike returns and close the funding gap.

The commission since has frozen any new investments in the fund while hiring an outside firm to conduct a special audit of College Illinois.

ISAC now is under investigation by the Illinois Auditor General, the Illinois Attorney General and the Illinois Secretary of State.



Peoria council places priority on acquiring new state university

By **JOHN SHARP** (jsharp@pjstar.com)
of the **Journal Star**

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PEORIA — Developing a strategy for a four-year state university leaped to a "high priority" status for the City Council to address during the final six months of the year.

The strategy, which has been rarely discussed by the council in public, was voted on by council members during its final session to develop a strategic plan that will help guide them into the future.

"Communities that are growing and are very strong have a very significant four-year college presence there," City Manager Patrick Urich said following the nearly four-hour meeting Wednesday at the Peoria Public Library. "We are looking at this from a vantage point of whether there is additional higher education opportunities in Peoria."

Urich said it's "very premature" to discuss details as to what type of institution might come to Peoria, if anything. He said in the next six months, the council will have discussions with state lawmakers and other state officials about whether there is an opportunity for Peoria to land a four-year public school.

"This is not something that will happen tomorrow," Urich added. "This is not something that will happen in 2012. This is looking at the long-range concern this council is seeing with higher education and higher education opportunities in central Illinois."

Urich said the council's decision to label a state university strategy as a "high priority" wasn't meant to undermine Bradley University and its impact on the city. Urich, in fact, pointed to the council's interest in developing a joint strategy with Bradley also as a "high priority."

"It's a critical, valuable asset for this community," Urich said, adding that Bradley remains a "critical component" to developing the city's state university plan, but noting that "(Bradley is) a private institution."

The Wednesday meeting marked the last time the council met to discuss its strategies with Urich, who is utilizing the outcomes to help direct city resources.

The full council will vote on the outcomes at its July 26 meeting.

Of 27 possibilities, the council labeled only six policy priorities as "top" priorities for 2011-12. Those included focusing on code enforcement performance and direction, developing a school strategy and action plan, focusing on short-term shared services with Peoria County, prioritizing city services, framing the city's economic development strategy, and the redevelopment of the Hotel Pere Marquette into the \$102 million Marriott Hotel project.

Aside from the Bradley and state university strategy plans, the council also selected the development of a residential police officer program as a "high" priority. That decision came despite some reservations from staff that the program might need more consideration.

"Let's get after it," at-large City Councilman Ryan Spain said.

Other "high priority" polices included directing an early retirement program for city employees, updating financial policies, providing more assistance for businesses, developing a strategy for landlord and tenant accountability, and advocating for a rail link between Peoria and Normal.

The council also prioritized a management agenda for the coming year. Of the 14 items, the council selected "top" priorities for engaging the community on appropriate behavior, developing a neighborhood crime reduction strategy, containing health care costs, a community investment plan for capital and equipment, study fees, and reorganize the city.

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Salaries for 2011 college grads up 4.8% over last year's crop

Increases indicate stronger job market

FRANCINE KNOWLES

Business Reporter
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Employers have loosened the purse strings for this year's crop of college graduates.

The average starting salary offer to the Class of 2011 rose 4.8 percent to \$51,018, compared with offers extended to the Class of 2010, according to the latest survey from the National Association of Colleges and Employers released Wednesday.

The increases overall are a good indication that the job market for new college graduates is gaining strength, ac-

ording to Marilyn Mackes, the association's executive director. Still, salaries lag previous increases. In fall 2008, the average salary offer increase was 7.6 percent higher than in 2007.

The latest survey shows business graduates saw offers rise 3 percent across all disciplines to \$48,694. Accounting graduates saw a 2 percent increase to \$49,671. Business administration majors posted a 2.2 percent rise to \$44,825, while economics graduates received offers 6 percent higher at \$53,906.

Humanities and social sciences graduates saw their average salary offer spike 15.3 percent to \$40,057.

Psychology graduates received a 23.8 percent increase to \$40,069. But the average is

skewed, according to the association. Most of the offers to psychology graduates were for sales or teaching positions, which averaged \$35,362 and \$38,866 respectively, the survey showed.

How other majors fared:

◆ Finance: up 4 percent to \$52,351.

◆ Computer science: up 3.7 percent to \$63,402

◆ Information sciences and systems: up 4.4 percent to \$57,499

◆ Petroleum engineering: up 8.1 percent to \$80,349

◆ Electrical engineering: up 2.8 percent to \$61,021

◆ Mechanical engineering: up 3.2 percent to \$60,345

◆ English: up 6.6 percent to \$39,611

◆ History: up 8.1 percent to \$40,051



U of Ill. transportation research expected to improve highways and their construction

THE ASSOCIATED PRESS

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URBANA, Ill. — The Illinois Transportation Department plans to spend \$23 million over the next five years to fund research at the University of Illinois' Center for Transportation.

The center announced Wednesday the deal is an extension of earlier agreements that have seen government money pumped into the university's transportation research since 2005.

Christine Reed is director of the IDOT's Division of Highways. She says the money should yield improvements in the state's highway system and longer-lasting and less expensive roads.

The center said past agreements with IDOT have led to research that created better pavement as well as more efficient construction. Center research has also focused on improving highway work zone safety, better bridge construction and energy efficiency in transportation.

The center conducts research on all three University of Illinois campuses.

FISCAL YEAR 2011 REPORT

State revenue soars to record \$30 billion

By TOM KACICH

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SPRINGFIELD — State general fund revenues cleared \$30 billion for the first time ever in the fiscal year that ended last Thursday, the Legislature's Commission on Government Forecasting and Accountability reported Wednesday.

Fiscal year 2011 revenue — boosted by a midyear income tax increase — totaled \$30.48 billion, up more than 12 percent from the \$27.09 billion collected in fiscal year 2010.

The fiscal year 2011 revenue sum surpasses the previous record of \$29.64 billion in fiscal year 2008.

Last year's revenue growth was due to a number of factors, COGFA said.

"Obviously, the tax changes enacted halfway through the fiscal year played the key role in the increase, as did the tax amnesty program which occurred in the fall," said a COGFA analysis. "The magnitude of the effect of those items often served to mask the underlying improvement in the economic sources that was happening simultaneously with the tax changes.

"While impossible to dissect and assign

values to each, it was clear from receipting performance that revenues were recovering from last year's dismal showing, which saw receipts plunge over \$2 billion."

For the year, personal income tax revenue was up 30.4 percent, corporate income tax receipts were up 38.1 percent and sales tax revenue — perhaps the best indicator of economic growth in Illinois — grew by 8.3 percent. Sales tax revenue finished \$137 million above COGFA projections.

"The consumer represents about two-thirds of the economy," said Jim Muschinske, revenue manager for COGFA. "They held up quite well, even when the employment numbers weren't as good as some hoped. I think that portends continued modest growth in the recovery."

COGFA is now working on fiscal year 2012 revenue projections, which may be down from the estimates made four months ago, Muschinske said.

"The General Assembly cut, and then the governor cut again," he said. "So we're trying to get a handle on what that means in terms of federal sources. But it's going to be hundreds of millions less than what was anticipated in the March period. You're

looking at probably between \$400 million and \$500 million less federal money."

Not all revenue sources were up in the last fiscal year. Liquor gallonage taxes were off by 1.3 percent for the year, inheritance taxes were down 49.8 percent and riverboat gaming transfers and receipts dropped 15.4 percent.

The most significant loss, though, was in federal revenue. On a percentage basis, that source was off 9 percent. But in dollar amounts, it was down \$534 million.

"Basically, the year, in terms of revenue, went according to script," Muschinske said.

"We saw some growth. The sales tax, particularly in the second half, did pretty well."

COGFA analyzes only state revenue, not state spending.

The most recent fiscal condition report by state Comptroller Judy Baar Topinka, dated June 2011, showed general fund revenue for the last 12 months of \$31.46 billion and expenditures of \$31.59 billion. The state's general fund cash balance was \$469 million, up from \$130 million a year earlier.

EDITORIALS

Pay hike pledge subject of dispute

State employees say they were promised a pay hike, and they want it.

It's not unusual for governors to pick fights, but they usually do so with their political opponents, not their strongest supporters.

Nonetheless, Gov. Pat Quinn recently announced, to the surprise of his union supporters in state government, that he has cancelled their scheduled 2 percent pay raise. Roughly 30,000 American Federation of State, County and Municipal Employees (AFSCME), who were counting on the contractually guaranteed pay hike, suddenly learned on July 1 that Quinn had summarily cancelled the deal.

Quinn defended his conduct by arguing that the Legislature has not appropriated enough money to cover the pay raises, giving him no choice. (Maybe he's hoping the General Assembly will provide additional funding in the fall veto session.)

AFSCME responded by arguing it has a legal contract that cannot be set aside by a gubernatorial wave of the hand.

This political dustup raises a host of questions, some legal and some policy.

Both Quinn and AFSCME offer credible arguments.

If AFSCME's scheduled pay raise can be ignored by its state employer, what is the point of negotiating contracts? The executive branch made a deal in the same time-honored fashion it has negotiated other union contracts. Isn't a deal a deal?

But state Rep. Roger Eddy, a Republican from Hutsonville, raises another point that can't be ignored. Since the General Assembly has the sole power to appropriate funds, might it not infringe on that body's constitutional prerogatives for the executive branch

to agree to spend money that the General Assembly is not willing to spend?

Then again, the Legislature appropriated specific amounts of money to cover employment costs, allowing the executive to use it in whatever fashion it chooses. If there's not enough money to cover the costs of all employees, isn't it the job of the executive to cut back the number of people who are employed?

The union, of course, wants to protect both its jobs and its raises. Under current circumstances, it appears that it can't do both.

That would have been a good reason for Quinn to invite AFSCME negotiators back to the bargaining table. Instead, he made the surprise announcement that he was cancelling the raises and insulted union leaders by suggesting that "anyone with a rudimentary knowledge of the budget" would have expected him to suspend the pay raise.

The biggest question, however, is why a state so deeply in debt and with such serious ongoing financial problems negotiated the pay raises to begin with. Illinois is effectively bankrupt, maintaining operations by not paying its bills in a timely fashion.

Quinn promised no layoffs until mid-2012 during September 2010 AFSCME negotiations in which the union made concessions to reduce health care costs. But neither party pressed to reopen the now-disputed issue of salary hikes. It can hardly be a coincidence that AFSCME endorsed Quinn's reelection and put all its union muscle into his campaign.

It was back in 2010 when Quinn should have addressed the issue of the union's scheduled pay hikes. But there was an election to win then. Because of that, Quinn cancelled the pay raise now.

VOICE OF THE PEOPLE

Economic hubs

The Tribune recently editorialized that the U.S. government was “luring” Illinois to spend money on high-speed rail (Editorial June 16). I disagree. Gov. Pat Quinn and the Illinois Department of Transportation have taken a proactive approach to job creation through investment in infrastructure — and we will continue to see the tangible results as those investments spur primary and secondary job growth.

I commute from Grundy County to Chicago as well as to Springfield. Increased rail service will afford me better flexibility with my schedule on a mode of travel where I can work while commuting, and realize significant savings in fuel costs.

With the additional service accompanying high-speed rail improvements on the Chicago-to-St.-Louis line, municipalities like Normal, Joliet and Springfield will have better access to Fortune 500 cities like Chicago and St. Louis, and vice versa. Easy access to skilled workforce, clients and markets will create economic hubs in places that have, until recently, struggled to compete in a changing, global economy. If we don't invest in tomorrow's infrastructure today, when?

— *Gideon Blustein, Illinois Chamber of Commerce, executive director, Infrastructure Council, Chicago*



Specialized Summer Camp Teaches Social Skills, Sportsmanship

Reed Tucker is a bright 8-year-old who lights up a room and delights others with his wicked sense of humor. But when he entered the second grade last fall, the impulsivity and defiance from his ADHD escalated. Medications helped somewhat, but his mother credits his ability to complete tasks to a special summer day camp north of Chicago where arts and crafts, sports and field trips provide as much therapy as recreation. At Camp STAR in Highland Park, Ill., Reed and fellow campers with ADHD, anxiety and socially disruptive disorders earn points and rewards for participation and following rules. They lose points and receive timeouts for angry outbursts, rule-breaking or other inappropriate behavior.

"The first day of camp, he came home with a sticker on his T-shirt for something he did well," said Reed's mother, Kimmi Allen, a nurse in Chicago. "He was like 'Look, I got this today.' He was extremely proud of himself. He was acknowledged. That doesn't happen to him often."

"It's been night and day," said Meg Hayes, whose 8-year-old son, Nicholas, also is a first-timer this summer at Camp STAR. "He was the first kid in his group to make honor roll."

This summer, the closely supervised program at Camp STAR, which stands for Summer Treatment for ADHD and Related Issues, has 39 campers -- 35 boys and four girls -- with one child on the waiting list. Their parents want nothing more than to see their boys and girls happily splashing in a pool, shooting hoops and enjoying the simple pleasures of summer recess. But little has come easily to these families.

By the time their 6- to 12-year-olds arrive at Camp STAR, many of them have failed in traditional camp settings. The default option of spending a summer vacation at home without the structure and predictable routines of the school year can be a recipe for out-of-control behavior, driving parents to distraction.

"At regular day camp last summer, Reed was a train wreck," Allen said. "If I had known there was a Camp STAR years ago, Reed would have been in it every summer no matter how much it cost."

Parents pay \$6,300 for the six-week session, which began on June 13 and ends July 29, with 30 percent of the families receiving some financial assistance, said clinical psychologist Mark A. Stein, the camp director. Counselors are students or graduate students going into pediatrics, psychology or social work. Their detailed observations contribute to research into the program's effectiveness, Stein said.

With one counselor for every two campers, Camp STAR uses rewards, daily report cards and constant accountability to help kids pay better attention, control their impulsivity and make -- as well as keep -- friends.

"These are kids that really struggle socially. This camp really allows these kids to succeed," said Stein, a professor of psychiatry and pediatrics at the [University of Illinois at Chicago](#)'s Institute for Juvenile Research, which has operated the camp for four years with the Jewish Council for Youth Services. "There's the Camper of the Day, the High-Point Person, and those that earn a certain [point] threshold through Thursday and keep it together during the week earn a field trip."

"We use sports skills -- teaching a child to kick a ball or play four square, to learn not only the rules of the game, but also the social rules and how to talk about

who's pitching for the Cubs now," Stein said. "We call their attention to questions: What's the score? Who was the last call on? Children are rewarded for paying attention as well as participating. For many kids, it's the first time they're able to follow through."

Camp STAR Among Growing Number of Specialized Therapeutic Camps

Camp STAR is among a growing number of specialized summer camps designed for youngsters with a variety of neurologic and behavioral diagnoses. It adheres to an evidence-based summer treatment program developed in 1980 by clinical psychologist and ADHD specialist William E. Pelham Jr., then at Florida State University, and now at Florida International University in Miami. His program is offered at a number of sites, including the Cleveland Clinic Children's Hospital, Center for Children and Families at the State University of New York at Buffalo, University of Alabama at Birmingham and NYU Summer Program for Kids. The American Psychological Association has named his a model program, as has the advocacy group Children and Adults with Attention Deficit/Hyperactivity Disorder (CHADD).

Camp STAR also requires that parents attend weekly training sessions to reinforce skill-building at home.

"When you have a child like this, you're constantly asking them 10 times over to do something and they won't do it," Allen said. "This teaches you that you only should have to ask once, maybe twice. And if it doesn't happen, then there's a consequence."

The parent training, which fosters children's independence and self-esteem, uses a model created by child psychologist Russell A. Barkley. The camp's first take-home exercise this summer involved parents engaging with their sons or daughters for 20 minutes in an activity of the child's choosing.

"You're not allowed to criticize, interject, give directions," Allen said. "You can't do anything but sit there and enjoy your child's company."

That's particularly hard for parents who constantly react to their child being disruptive or inattentive. But Reed loved the uninterrupted time with his mother, and the special time together reminded her of all she loves about him. "You just see a different side of your child," she said. "You really see their personality and how their mind works and how funny they can be and how smart they are."

Even more importantly for Allen, the parenting sessions made her realize she's not struggling alone. "To just be with other parents and know they've gone

through the same thing is just tremendous relief," she said.

Hayes and her husband heard about Camp STAR from the Northfield, Ill., public school system where Nicholas is enrolled.

"They had really positive experiences with Camp STAR and thought it would be a good environment," Hayes said.

She was particularly impressed by the camp's emphasis on behavioral modification, as well as the opportunity to participate in a sleep study, because Nicholas complains of poor sleep.

Although Nicholas was anxious about the first day of camp, "the counselors were incredibly patient," Hayes said. "They brought out a camper who had gone there before to talk to him and that helped him. It was so nice."

More than two weeks into the program, she said, "he's had a ton of success. He's been putting himself out there more than before. He's been asking about play dates. They have these field trips he looks forward to. He feels happy. He feels confident."

Hayes said she knew that the camp was helping her son when, one day, he proposed a solution to the chaos reigning at the dinner table as his two younger brothers acted up. "He said, 'I hear all these people talking at the same time. Maybe we should have everybody raise hands if they want to speak,'" his mother recounted. "He was problem-solving!"

Several organizations provide online listings for a variety of specialty day camps and sleep-away camps, with tuition ranging from less than \$100 a week to