host of unprecedented challenges at the UI has not damped the enthusiasm of its new president.

Michael J. Hogan, chosen from more than 200 for the university’s top administrative post, will become the 18th president of the UI pending approval of the UI Board of Trustees May 20 at its meeting in Chicago.

Dwinding state funding, which resulted in the resignation of most members of the board of trustees, the university president and Urbana chancellor – and a new budget-review program are among the major issues on the mind of the new leader.

But Hogan, 66, sees the new job – including all its challenges – as a great opportunity.

“If there weren’t any challenges, it wouldn’t be any fun,” Hogan said following his introduction at the Illini Union on May 12.

Hogan is the president of the University of Connecticut, which has been ranked the best public university in New England by U.S. News and World Report for 11 consecutive years.

His new post at Illinois takes effect July 1. “Believe me, I’m motivated to dive in,” he said after the announcement.

At the ceremony, board of trustees chairman Christopher G. Kennedy praised Hogan for his remarkable combination of experience that includes renowned scholar-ship, as well as administrative positions at Ohio State University and the University of Iowa.

Hogan shared his eagerness to start his new job. The UI has much to be proud of, he said, including its top-tier status as a research university and its world-renowned library.

At the introduction event, he thanked Kennedy and other UI officials for what they had said about him. “My mother would have hung on every word and my father would have wondered who they were talking about,” he joked.

Hogan said he is the first person on either side of his family to graduate from college, so becoming a president of a university “is literally a dream come true.” And becoming a president for the second time, in the Midwest, where he and his wife, Virginia, are from, is even better.

The Midwest is home, he said – “not a bunch of flyover states.”

Two more areas for review announced

The number of project review teams is now 17. Each team has been asked to evaluate a specific area or unit of the Urbana campus to determine if there are ways to cut costs.

Six reports have been released and are posted on the Stewarding Excellence @ Illinois website. Public comments on each report are accepted online for 14 days from the time the report is released. A link to the public comment page can be found just below the link for each report.

Three reports remain open for comment: the Graduate College (closes May 20), campus programs supporting teaching (closes June 1) and the Office of the Vice Chancellor for Public Engagement (closes May 28).

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Utilities

Few people understand where the campus gets its fuel and electricity – which account for an $80 million energy budget – and how they are used, said Terry Ruprecht, the director of energy services and a member of the utilities review team.

Increasing this understanding is among the team’s goals, Ruprecht said. Jeff Oberg, an assistant dean in the College of Engineering, chairs the committee.

“The average person on campus doesn’t know much about the energy picture,” Ruprecht said.

The team will explore ways to provide incentives for campus groups to reduce energy use, and determine if there are ways to cut costs. No matter how many miles you drive, you still must pay for registration and license plates, which are fixed costs, he said. But by decreasing the number of miles you drive, you can reduce tire replacements and gasoline costs – the variable costs.

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For example, if you turned off (all the electricity at) Wohlers Hall, you’d see the variable costs drop,” he said.

Other costs, however, such as boiler replacement at Abbott, debt service on the plant and other maintenance costs – are direct functions of what is consumed in the buildings,” Ruprecht said. “They vary as a function of demand on the system.”

Ruprecht likens the fixed and variable costs of energy consumption to car maintenance.

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“Tornado safety

WILL meteorologist Ed Kieser presents his final tornado safety show May 25.

Corporate streamlining

According to a new UI study, when companies restructure, even managers who escape layoffs can wind up on shaky ground

More than 600 separations approved

The Urbana campus could save nearly $26 million from the 623 voluntary employee separation agreements that were approved earlier this month by campus units.

The savings won’t preclude any possible layoffs in the future.

A total of 825 Urbana employees – including faculty members, academic professionals, other academics and civil service employees – applied for the Voluntary Separation Incentive Program or Voluntary Retirement Program. Departments were noti-fied the first week of May whether the requests were approved and the departments then began notifying their employees of the decisions.

Employees will have 45 days from receiving the written agreement to accept or reject it.

Civil service and academic professional employees have until Aug. 15 to separate from the university; faculty members have until Aug. 15, 2011.

Urbana campus officials don’t anticipate another such program, according to Robin Kaler, associate chancellor for public affairs at Urbana.

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Hogan has been president of UConn since 2003. During that time, he led the university through financial situations similar to those facing Illinois. At least one member of the news media on May 12 at the Illini Union after要注意之
Carol Young, office manager in the College of Business, is responsible for large safes full of building keys and a full inventory of equipment and materials. Young also has worked as a pharmacy technician in the College of Veterinary Medicine.

Tell me what you do and what you’re responsible for.

My actual title is office manager, but I’m also the facilities manager for the building.

I do anything from getting keys for people to calling in work orders for maintenance to reserving classrooms in the building. It’s pretty much endless. Sometimes I clean up spills if our building service worker is busy.

Who do you provide keys for? What other security measures are you in charge of?

We have to give keys for any employee (new) to the college. Also, a lot of our conference rooms don’t use keys. People have to use their i-card—but I give them access by entering their ID number into our system. Also, professors have swipe-card access to specific podiums as a security measure for the college’s equipment.

What else do you do in the office?

I handle the inventory for the college (at both the Business Instructional Faculty and Worhols Hall), which is a major part of my job. I inventory anything over $500, like computers, projectors, file cabinets, chairs. There has been a lot of it recently because we just moved into this building two years ago. It’s about $300,000 worth of items. The university requires a biennial inventory where we have to account for everything. It used to be only for things worth over $2,500.

How does your inventory work?

There’s this system called FALLweb. It requires the ID number of the person using the object, the person keeping track of it, the room and building that it’s in and all the serial numbers.

Continued Education

Deborah L. Windes, the program coordinator for LAS Online and the Office of Continuing Education, was recently received a national award as co-author of a book chapter on distance learning. “When Distance Technologies Meet the Student Code,” which appears in “Cases on Distance Delivery and Learning Outcomes: Emerging Trends and Programs.”

Windes, along with collaborator Peg Wherry, of Montana State University, received the 2010 Elizabeth Powell Award for articles, book chapters or papers published from the Distance Learning Community of Practice of the University Continuing Education Association. The award recognizes articles, book chapters or papers published in 2009 that make significant contributions to research of distance education.

Windes works with LAS academic units as they develop online offerings that serve on- and off-campus students.

FFA

Jeffery S. Poss, a professor in the School of Architecture in the College of Fine and Applied Arts, has been elected to the College of Fellows of the American Institute of Architects. Poss was one of 134 AIA members to be elected to fellowship by the 2010 Jury of Fellows.

The honor, one of the highest that the AIA can bestow on members, is awarded to members who have made significant contributions to the profession and society on a national level and who have achieved a standard of excellence in the profession. Each year, a maximum of 40 members are added to the college of fellows. To be eligible for election, an architect must have at least 10 years’ membership in AIA in one or more of five nomination categories, including the design category in which Poss was nominated.

Poss and the other inductees will be recognized June 11 during the annual National AIA Convention and Design Exposition in Miami.

LAS

Elizabeth Lowe, the director of the Center for Translation Studies in the School of Literatures, Cultures and Linguistics in the College of Liberal Arts and Sciences, will be honored in August at the Brazilian Academy of Microbiology, a distinction awarded to microbiologists who have made original contributions to their field, the American Society for Microbiology announced this month.

Lowe also will give a presentation on her translation of a Brazilian classical, “Os Sertões,” by Euclides da Cunha. Published in 1902, this book is considered to be the foundation for modern Brazilian literature.

The awards ceremony will take place at the academy in Rio de Janeiro on Aug. 12.

The academy was founded in 1897. It comprises 40 elected members and seeks to preserve and celebrate the national language and literature of Brazil.

William Metcalfe, a microbial geneticist in the department of microbiology in the College of Liberal Arts and Sciences and the Institute for Genomic Biology, has been elected to Fellowship in the American Academy of Arts and Sciences. He is a section of the Reference and User Services Association, which supports education and activities that support the library community, which supports education and activities that support the library community.

The certificate will be presented June 27 during the 2010 AIA annual conference in Washington, D.C.
Restructuring also puts remaining workers at risk, study says

By Jon Dennis
Business & Law Editor

When companies streamline, even managers who escape layoffs can wind up on shakier ground, a new study by a UI labor expert found.

Corporate streamlining shifts the balance of workplace power toward firms, which use the added muscle to impose company-friendly wage and employment standards, said John Dencker, a professor of labor and employment relations.

“The majority of managers, their careers and compensation become a lot more risky,” he said.

“They just don’t have the guarantees they had in the past.”

The study found that companies take advantage of clout gained over managers amid restructuring, which typically occurs during industrywide slowdowns that limit workers’ career options because job opportunities elsewhere dry up.

Instead of traditional pay raises and promotions, firms shift to performance-based bonuses that slow payroll growth by keeping base salaries in check, according to Dencker, director of the Administra-
tive Science Quarterly.

For managers, bonuses can amount to a takeout, Dencker said. Managers risk losing money—potentially their jobs—if they fall short of incentive-based goals. Bonuses also can hurt managers in the long haul, especially if they fail to maintain high levels of performance, providing one-time payments rather than base salary increases that compound over time with subsequent raises.

The shift toward bonuses matches the swing in workplace bargaining power, according to the study, which analyzed personnel data from a Fortune 500 manufacturer that restructured three times from 1987 to 1993.

Bonuses are used in lieu of other rewards, such as salary increases and promotions, the most traditional restructuring, when workers’ fears of job losses are high, and when companies are implementing new evaluation systems to govern the payouts and thus monitoring performance closely, the study found.

“Restructuring and monitoring both create fears of termination that give the company a big stick,” Dencker said. “And they use it to get the rewards systems that are best for them.”

Overall, the switch to bonuses had a negative effect on managers’ wages, slowing the rate of salary growth, the study found. Dencker said the impact was less severe for “fast trackers”—managers identified as rising stars—and for women, a demographic that firms have sought to boost in management.

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How you see your community could reveal your politics

By Craig Chamberlain
Social Sciences Editor

In much of our political talk, the groupings often seem clear: red state, blue state; black or white, left or right. But in people’s minds it’s another matter, says Cara Wong, a political scientist at the UI.

How we picture our communi-
ties is subjective, not always fol-
lowing lines on a map, or racial boundaries, or legal definitions of who is a citizen, said Wong, the author of a new book on the subject.

Those pictures affect our poli-
tics and who we think should ben-
et from government help, often above and beyond our interests, ideology and values, she said.

“We often think of politics as only about self-interest or group interest. I do things for people in my group and not your group,” Wong said. We also often think of those groups as “monolithic and homogeneous,” she said.

“But the fact of the matter is that people don’t define who they think is important just along those seemingly objective lines,” she said.

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Self-supporting units with deficits face downsizing

By Anna K. Horkamp
Assistant Editor

In response to the financial challenges facing the campus, two established self-supporting units — the Printing Department and Creative Services — will be downsized, although in different ways.

The Printing Department, which has operated on campus for 92 years and has 38 full-time workers, plans to close its doors June 30, 2012, because of a nearly $1 million budget deficit that it has accrued over the last decade. The Facilities and Services unit may cease operations as soon as next year if annual expenses exceed revenues.

Creative Services, which creates marketing materials for campus units and is part of Public Affairs, will remain in operation, but plans to scale down its operations to a 30-cent-per-hour deficit. Creative Services currently has a deficit of $116,000.

Units and units across campus are reviewing their operations to make sure they meet the core mission of the university.

A self-supporting unit is expected to cover its operation costs, said Robin Kaler, associate chancellor for public affairs. “While its operation costs, said Robin Kaler, associate chancellor for public affairs. While most campus units are given three years to turn around a deficit, the unit was given six years, and in this case, the unit was given six years, she said.

According to Voitik, the Printing Department has made progress during the last five years to reduce its debt, but not as much as the campus would like to see.

By keeping the department open for another two years, employees have the opportunity to find work elsewhere, Voitik said. “We’ll do everything we can to find them replacement positions here or in the community. Hopefully two years from now, there will be more openings,” Voitik said.

Employees in the Printing Department are mostly civil service and are covered by the employment classification’s code for layoffs.

Specialized skills have been a hallmark of the Printing Department. It is the sole vendor for several print projects on campus, including the UI’s official business cards, university stationery, honorary degrees and in this case, the unit was given six years, she said.

“Competition with external vendors coupled with the loss of some of our annual revenue makes this a very hard decision, especially for (these) self-supporting units,” Kaler said. “We know there are certain instances that are essential to a well-functioning university. And closing units or scaling back operations is certainly going to affect how we’re thinking about how we get some of the services we’ve come to take for granted.”

Printing Department

The decision to close the Printing Department was an extremely difficult one, said Pam Voitik, director of Campus Services in Facilities and Services. Most campus units are given three years to turn around a deficit. "I’m not sure we’re in that position," she said.

According to minutes from the UI Board of Trustees, a pressman in 1918 earned 30 cents an hour. In addition to printing, copying and mailing services, the Printing Department performs many services for campus, including maintaining the university’s non-profit mailing permit, providing copyright clearance for course packets and ensuring that all stationery items are in compliance with the university’s identity standards.

Long history

Employees work in the Print Shop in the basement of the Henry Administration Building circa 1919. The 92-year-old unit, which was originally part of the UI Press and is now part of Facilities and Services, is slated for closure by June 30, 2012. According to a letter from the UI Board of Trustees, a pressman in 1918 earned 30 cents an hour. In addition to printing, copying and mailing services, the Printing Department performs many services for campus, including maintaining the university’s non-profit mailing permit, providing copyright clearance for course packets and ensuring that all stationery items are in compliance with the university’s identity standards.

Branding

The campus’s familiar I Mark was developed by a Creative Services employee in 1997 and was part of an overall branding effort to give campus units a consistent look – in print and online.

“Branding is one of those things that set one unit apart from another,” said Pam Voitik, director of Campus Services in Facilities and Services. “It’s our hope that we continue to provide the same quality and professional service it is known for and units across campus should continue to use their services, Voitik said.

Quick copy centers at Bevier and the mechanical engineering building will close July 1. However, copy services – with pick-up and delivery – will continue to be offered at the Printing Department’s main copy center and in the English building until Printing closes.

Creative Services

Creative Services has been a key player in developing and implementing campus-level marketing. Staff members recently redesigned the campus website and have assisted with several campus and unit marketing efforts.

“The Creative Services team has a deep knowledge and understanding of the brand and complex university culture,” Kaler said. “This expertise includes an awareness of how a unit’s message fits with the university’s, but also how it is unique. That’s something that’s very hard for an outside service provider to package and to deliver. You can’t really account for that in a competitive bid.”

The unit currently has eight employees, mostly academic professionals. Five employees will be laid off by February if finances don’t improve.

Like the Printing Department, Creative Services is still open for business and is accepting new projects. Kaler said that by using their services, units on campus would have a chance to see the quality work the Creative Services team provides.

In addition, if the deficit can be eliminated in the coming months and Creative Services can begin supporting other campus marketing and branding functions, Kaler said staff members could remain.

“It’s our hope that we continue to provide value to campus,” Kaler said.

Contact: Doris Dahl • dkdahl@illinois.edu • 333-2895
**Summer Arts Camp offered**

For the first time, Japan House is offering a Summer Arts Camp for Kids for children 8 to 12.

Camp sessions will be held from 1 to 4:30 p.m. June 21 to 25. Campers will explore the culture and traditional arts of Japan such as the tea ceremony, ikebana (flower arranging), kimonos, calligraphy, and iaido (jujitsu and martial arts).

The $60 camp fee includes snacks and materials. Registration is due June 11. The camp will be limited to 20 students. For more information or to register a student, call 217-244-9934 or e-mail japhouse@illinois.edu.

**Kam closes for summer renovations**

Kam Art Museum and Kinkade Pavilion will be closed May 24 through Aug. 23 for building upgrades and renovations. A majority of the Kam renovation work will include removing and replacing air-handling units, replacing pneumatic temperature controls with direct digital controls, installing an energy-recovery system to maximize energy efficiency, and connecting to the central campus chilled-water system.

All work should be completed in fall 2010.

**Department of theater**

No summer plays this year.

On July 16, Kam’s managing director will suspend the Summer Theatre Company, which has been in its 20th year, usually rotating No summer plays this year due to preparations for the installation of a new water system.

The program for the final evening of the festival, Sept. 6, will be “Evening Serenade.” School of Music faculty members will perform Mozart’s “Grand Partita” – for the first time – the complete “Iberia,” the masterwork by Spanish composer Isaac Albéniz. An acoustic piano will be converted to an electronic piano.

For more information, call 217-352-2525 or visit http://allertonmusicbarn.com.

**University YMCA**

**Donate to Dump and Run through May 28**

Collections for the University YMCA’s annual Dump and Run sale will continue through May 28.

Items will only be accepted at the UI Stock Pavilion (not at the University YMCA as in past years).

Remaining dates and times to drop off items this month:

- May 20 & 27: 9 a.m. - 7 p.m.
- May 21, May 24-26 and May 28: 9 a.m. - 4 p.m.
- This year’s information is available online at http://universityymca.org/dumpandrun/. There will also be collections in August. Sale dates are Aug. 21 and 22.

**Music education symposium**

Teaching about LGBT Influences

While high school music students may be able to identify Pyotr Ilyich Tchaikovsky as the composer of the ballet “Swan Lake,” and George Frederic Handel as the genius behind “Messiah,” few, if any, students may be aware of how the composers’ masterworks were influenced by their homosexuality and homoaphobia in the societies in which they lived.

“An important part of the content of what we teach – music education – is that it’s a great teaching tool,” said the conference’s co-convenor, the Rev. Ronald Bergonzi, a professor of conducting and of instrumental studies at the University of Maryland at College Park.

Bergonzi said, in order to provide a comprehensive music education and foster an inclusive environment for LGBT students in schools.

Bergonzi will co-chair a symposium that will address this topic, and the first full recital, which is being planned. Visit the University of Illinois’s website for more information.

- The symposium’s complete schedule of events as well as abstracts of proposed and accepted papers are available on the Web: qmue.music.illinois.edu.
### Events

#### May 20 - June 6

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### Calendar of Events

**Page 7**

#### Music

- **Friday, May 20**
  - Doctor of Musical Arts Recital: I-Chan Cho, piano, 7:30 p.m. Recital Hall, Smith Memorial Hall, School of Music.

#### Dance

- **Friday, May 20**
  - Dance for Parkinson’s Disease.

#### Science

- **Sunday, May 22**
  - Illinois Natural History Survey, Forbes Natural History Building west hallway, 1816 S. Oak St., Champaign.
  - “Geology, Landscape, Mineral Delivery: A Field Trip to Learn About the Natural World” presented by Illinois Natural History Survey scientists on a public tour.

#### Ice Arena

- **Sunday, May 22**
  - Ice Arena, 406 E. Armory, Champaign.

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### Calendar of Events

**Page 8**

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### Image

- Calendar of Events for May 20 - June 6

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- [Illinois University](http://illinois.edu)
Redefining electrical current law with the transistor laser

By Liz Ahlberg
Physical Sciences Editor

While the laws of physics weren’t made to be broken, sometimes they need revision. A major current law has been rewritten thanks to the three-port transistor laser, developed by Milton Feng and Nick Holonyak Jr. at the UI.

With the transistor laser, researchers can explore the behavior of photons, electrons and semiconductors. The device could shape the future of high-speed signal processing, integrated circuits, optical communications, supercomputing and other applications. However, harnessing these capabilities hinges on a clear understanding of the physics of the device, and data the transistor laser generated did not fit neatly within established current laws governing electrical currents.

“We were puzzled,” said Feng, the Holonyak Chair Professor of Electrical and Computer Engineering. “How did that work?”

Is it violating Kirchoff’s law? Kirchoff’s current law, described by Gustav Kirchoff in 1845, states charge input at a node is equal to the charge output. In other words, all the electrical energy going in must go out again.

On a basic bipolar transistor, with ports for electrical input and output, the law applies straightforwardly. The transistor laser adds a third port for optical output, emitting light. This posed a conundrum for researchers working with the laser: How were they to apply the laws of conservation of charge and conservation of energy with two forms of energy output?

“The optical signal is connected and related to the electrical signals, but until now it’s been dismissed in a transistor,” said Holonyak, the John Bardeen Professor of Electrical and Computer Engineering and Physics at Illinois. “Kirchoff’s law takes care of balancing the charge, of electrons coming in at a given point. But it was never about energy conservation as we normally known and used,” Feng said. “This is the first time we see how energy is involved in the conservation process.”

Simulations based on the modified law fit data collected from the transistor laser, allowing researchers to predict the bandwidth, speed and other properties for integrated circuits, according to Feng. With accurate simulations, the team can continue exploring applications in integrated circuits and supercomputing.

“This fits so well, it’s amazing,” Feng said. “The microwave transistor laser model is very accurate for predicting frequency-dependent electrical and optical properties. The experimental data are very convincing.”

The Army Research Office supported this work.

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Laser law: A major current law has been rewritten thanks to the three-port transistor laser, developed by Milton Feng [left], and Nick Holonyak Jr. at the UI.

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