A regular meeting of the Senate Executive Committee (SEC) was called to order at 3:13 pm on Monday, Monday, April 7, 2014 in 232 English Building, with Chair Campbell presiding.

1. **Introductions**
   Guests were introduced.

2. **Approval of Minutes**
   The minutes from March 3, 2014 were approved as distributed.

3. **Chair’s Remarks (R. Campbell)**
   Campbell reported that he recently met with Executive Director of the State Universities Civil Service System (SUCCS), Lewis T. (Tom) Morelock regarding issues surrounding the Academic Professional position audits and other related complex issues. Aminmansour suggested scheduling a meeting to learn more and strategize before deciding if the Senate should take action. Wise also suggested that Campbell speak with Associate Provost for Human Resources Elyne Cole to gain additional information before determining a plan of action.

4. **Chancellor’s Remarks (P. Wise)**
   Wise announced that on April 9, 2014 a Town Hall meeting will be held to report goals that have been accomplished over the past year and also what goals have been set for the coming year. Wise invited everyone to watch the Town Hall in person or view it streaming online. Wise plans to hold a Town Hall meeting each year.

5. **Presentation from the SEC ad hoc Compensation Review Committee (J. Brown)**
   As the Chair of the SEC ad hoc Compensation Review Committee (CRC) Brown discussed what the CRC has accomplished. The CRC has taken a very data-like approach to addressing the Committee charge. The main focus was to benchmark total compensation against peer institutions, and not just salary. The CRC is also analyzing trends on competitiveness and plans to make recommendations to Provost Adesida on a salary program. The information today is a progress report and final recommendations are forthcoming.

   The CRC’s first step was to determine scope by defining peer institutions. Peers include the public Big Ten institutions and the Board of Trustees (BOT) peer list which totaled 19-20 institutions. It is very important to review that data for faculty, specialized faculty, and academic professionals. The Association of American Universities (AAU) data exchange has good data on tenure track faculty, but not much on the other categories. The CRC has also survey some peers to get more detailed
data. The final report will provide qualitative and quantitative data about how Illinois ranks among its peers.

6. **Resolution on Supplemental Retirement System (J. Brown)**

Brown continued discussion by asking the SEC to invite the Senate to pass a resolution on a supplemental retirement plan. The first thing is to set expectations. Pension reform was passed for a reason; there were major fiscal issues. There is no way to fully compensate for everything lost through Senate Bill (SB) 1. The University is really trying to be competitive with its peers. This is a long-term plan. The BOT asked the campuses to explore the possibility of a supplemental retirement plan.

One suggestion is for each campus to make some kind of automatic payment into at 403b account for all State Universities Retire System (SURS) eligible employees. There would be an additional matching for SURS eligible employees who are contributing to 403b account. The salary cap has decimated some employees’ pension plans. This one provision could cut mid-career employees’ pensions by 50 percent.

A supplemental plan is needed to become competitive with peer institutions. The average of our peers is 26.39%. These are estimates post SB-1. The University is at 14-15%. The University must do something in order to compete. The University should at least be comparable to the institution at the bottom of the list.

The feasibility of funding a supplemental plan must be addressed. For each 1% of pay, it costs the University about $7.5 million (including $3.1 million from auxiliary sources). This amount will have to be funded by existing operating revenue. We must pay for this now or pay more dearly later.

Brown stated that the recommendation of the CRC is for the Senate to pass a supplemental retirement resolution. The resolution* was distributed.

Hart noted that to be competitive with peers, there would be a significant increase for the employer and employee. Brown responded that even coming in at the bottom of this chart would still make the University competitive. More needs to be done and the campus recognizes that. Whatever happens needs to happen as a whole. Hart added that the chart appears to be slightly misleading. Brown commented that the chart would be used to show the gap that exists between the University and our peers, but the chart would not be used determine future plans.

Tolliver moved to endorse the resolution with minor amendments. The motion was seconded and passed by voice vote.

7. **GP.14.01 Shared Governance Best Practices Implementation Checklist (J. Tolliver)**

Tolliver reported that approximately one and one half years ago an online survey was distributed to all faculty members regarding shared governance at the department and college levels. As a response to the results of the survey, the Senate Committee on General University Policy (GUP) drafted a list of practices everyone could follow. The GUP’s intention was to create a document of value that would be available to executive officers and campus wide with initial distribution to the Deans, Directors, and Department Head (DDDH) email distribution list.

Wilson noted that there is still a significant amount of work to be completed before moving forward with implementation. Deans have not seen this draft document yet. The intention is to distributed this document to all new hires so they are made aware of how shared governance works on this campus. Miller suggested the document be distributed again at the time of promotion.

8. **Budget Update (M. Sandretto)**

Sandretto summarized the Budget presentation and displayed the slides* that will be presented at the April 14, 2014 Senate meeting.
Pensions are drastically underfunded and the State does not have the funds even if the courts overturn the new pension legislation.

The University’s financial condition is about average compared to its peer institutions, but the University has a very small endowment compared to those same peers.

The University has cash, but there are numerous expenses and vast amounts of liabilities against that cash. It is questionable if the University actually has the funds to hire the 500 faculty over the next five to seven years. Provost Adesida remarked that the funds to hire faculty will need to be raised. Adesida also added that the 500 faculty includes replacements, not just new hires.

Campbell added that the big picture is about becoming and staying competitive with peer institutions.

9. **Nominations to the Senate Committee on Committees**
   A subcommittee consisting of Graber, Kalita, and Wheeler will provide Clerk Roether with four senator names to fill the two vacancies on the Senate Committee on Committees with a term ending 2016.

10. **Setting of the Senate Agenda**
    The Senate agenda for April 14, 2014 was approved as amended.

11. **Setting of the 2014-2015 Elections and Organizational Meeting Agenda**
    The 2014-2015 Elections and Organizational Meeting agenda for April 21, 2013 was approved as amended.

12. **Inclusive Illinois Week (R. Campbell)**
    Campbell suggested putting a statement or a link to the Inclusive Illinois page on the Senate website.

13. **How to Increase Senate Meeting Attendance (R. Campbell)**
    Campbell suggested the first step would be to enforce the attendance policy beginning next academic year.

14. **Current Benefits Issues**
    Chair of the Senate Committee on Faculty and Academic Staff Benefits Kindt reminded those present that if an individual chooses to contact a representative regarding an issue, University resources cannot be used in support of any political activities and any political activities must not interfere with employment obligations to the University.

    Kindt reported that a large number of state employees plan to retire on June 1 in response to pension legislation. SURS is readjusting personnel assets in response to this large influx of employees retiring.

15. **New Business**
    None

16. **Announcements**
    None

17. **Adjournment**
    The meeting was adjourned at 4:55 pm.

Jenny Roether
Clerk of the Senate

*Filed with the Office of the Senate and incorporated by reference in these minutes.*