

UNIVERSITY OF ILLINOIS URBANA-CHAMPAIGN SENATE  
COMMITTEE ON FACULTY AND ACADEMIC STAFF BENEFITS  
(Final; Information)

FB.23.05 2022-2023 Annual Report of the Senate Committee on Faculty and Academic Staff Benefits

This report summarizes the activities of the Senate Committee on Faculty and Academic Staff Benefits (FB) during the 2022-2023 academic year. FB met on September 7, October 5, November 2, February 1, March 1, and April 19. More detailed information is provided in the minutes of those meetings.

Updates were presented by representatives from System Human Resource Services, University Payroll and Benefits, Council of Academic Professionals, State Universities Retirement System Members Advisory Committee, State Universities Annuity Association, Illinois Human Resources, State University Retirement System, and Faculty Staff Assistance Services. Most notable among the AY 2022-2023 updates was the decision by SURS to discontinue providing administrative support to SURSMAC. If SURSMAC is to remain active, it is uncertain who would provide the administrative support. The organization may need to dissolve or be restructured. Discussion is still ongoing; no final decision by SURSMAC has been reached.

As part of its duties outlined in the *Senate Bylaws*, FB continued a review and discussion of the current state of faculty and staff salaries and benefits on the UIUC campus. FB's aim is to develop an informational report to the Senate to help the Senate understand where the University currently stands on these issues. As a starting point, FB has requested information from the Office of the Provost: (1) to assess externally where the University of Illinois compares to its peer institutions in terms of salary and other forms of compensation and (2) to assess internally the degree of equity and fairness in compensation across various positions and rankings within the institution. The review will continue into AY 2023-2024.

**I. ITEMS REMOVED FROM THE AGENDA**

**FB.23.01, Retiree Health Care Concerns**

FB discussed the concern by retirees during the renegotiation of retiree health insurance. There was initial concern due to the possible lack of access to health care providers with the insurance provider (Aetna) that was being considered since a local medical provider (Carle) did not currently have a contract with Aetna. An agreement was announced by Carle and Aetna which helped to alleviate some of the concerns by retirees.

**II. ITEMS UNDER CONSIDERATION BY THE COMMITTEE**

**FB.22.02, Discussion on the Current State of Faculty and Staff Salaries**

FB submitted information at the Senate meeting on April 25, 2021 and brought two items (letters to Chancellor Jones and Provost Cangelaris) to the attention of senators. These items highlight faculty and staff concerns related to the adequacy and competitiveness of

salaries and benefits on the UIUC campus. FB believes this issue deserves high prioritization and further review. FB is working collaboratively with the Offices of the Chancellor and Provost to address this crucially important issue on the UIUC campus.

Meetings between Chair Lyons, the Office of the Provost, and FB took place throughout the 2022-2023 academic year. The Office of the Provost submitted a Faculty Data Report to FB at the end of March. Dana Cohen, Director of Faculty Recruitment, Office of the Provost, and Sally Mikel, Interim Director, University Office for Planning and Budgeting, attended the April 1 meeting to share the findings and to give FB an opportunity to respond. Cohen noted during this meeting that a salary equity study is due to be released later this year which will provide helpful data also. FB's review of faculty and staff salaries will remain a priority item on its agenda and additional requests for data from the Office of the Provost will continue into AY 2023-2024.

### **FB.23.02, Healthcare Benefits and Insurance Costs**

FB discussed concerns that the Aetna health insurance plan was denying certain amounts over limits that were charged by Carle, resulting in higher out-of-pocket costs for faculty and staff. FB contacted the Illinois Department of Central Management Services (CMS) regarding concerns of health care pricing. CMS noted this has been an issue of concern for its members. FB plans to invite representative(s) from Carle to its Fall meeting at the start of AY 2023-2024 to discuss concerns.

### **FB.23.03, Parental Leave Policy**

Chair Lyons and Mette were members of the Office of the Provost committee that reviewed changes to the University's parental leave policy. The changes were shared with FB and included: (1) eligibility upon hire instead of after six months of employment and (2) leave can be taken intermittently, with unit approval, any time during the 12 months after eligibility and does not have to be taken consecutively as a block of time. The effective date for the policy changes was noted as August 16, 2023.

### **FB.23.04, Discussion on MetLife Authorization**

Concerns have been brought to FB's attention that MetLife, which is the State of Illinois' contracted life insurance provider, is using policies and practices which may be in violation of data privacy laws. FB is currently reviewing the issue. Further discussion is anticipated in AY 2023-2024.

#### FACULTY AND ACADEMIC STAFF BENEFITS

Angela Lyons, Chair

Anustup Basu

Roy Campbell

Matthew Feely

Piper Martin

Michael Nowak

John Weible

Richard Gegg, *ex officio*

John Kindt, *ex officio*

Suzanne Mayer, *ex officio*

Mark McGiles, *ex officio designee*

Jessica Mette, *ex officio designee*

Chris Ochs, *ex officio*

Katie Ross, *ex officio designee*

H.F. Williamson, *ex officio*