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FB.25.03

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

FB.25.03 2024-2025 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 2024-2025 academic year. FB held four meetings during the fall 2024 semester (September 17, October 8, November 12, December 10) and four meetings during the spring 2025 semester (February 11, March 11, April 8, May 13). More detailed information is provided in the minutes of those meetings.

FB received relevant updates from *ex officio* members including representatives from State Universities Retirement System Members Advisory Committee, University Payroll and Benefits, State Universities Retirement System, Office of the Provost, Faculty/Staff Assistance & Well-Being Services, Human Resources, UIUC Chapter of the State Universities Annuitants Association, and Council of Academic Professionals.

I. ITEMS REMOVED FROM THE AGENDA

FB.24.03, Discussion with CMS on Faculty/Staff Representation

In 2023-2024, FB contacted the Illinois Department of Central Management Services (CMS) to inquire about several clauses in MetLife's Authorization Form related to its usage and release of employees' personal health data and concerns related to data privacy. CMS responded that after their review, along with MetLife, they found no violations of rules or regulations in the form [ignoring the main point of our inquiry]. FB continues to have concerns about the lack of understanding or expert representation in CMS' contracting processes that should be requiring and negotiating for safeguards to employee privacy and data security far above the often exploitive levels permitted through loopholes in law. After FB decided a considered approach was, Weible instead took those concerns to other UI System experts on privacy & data governance to initiate more review. FB is not currently active on this item, but being updated occasionally on the external review(s). Given initial reactions by experts, which have all concurred, FB is likely next year to issue or jointly support a new proposal or resolution aimed at improving the situation broadly.

FB.25.01, Salary Increase Schedule Discrepancy

The FY25 pay increase for non-academic staff went into effect on September 1, 2024, while the pay increase for academic staff went into effect on August 16, 2024, and lead

to concerns expressed by non-academic staff. The later date was based on the Policy and Rules for Civil Service Staff, Rule 5.131 (Open Range Pay Plan/Annual Range Review):

“...Any range adjustments resulting from the annual review process for the next salary year normally will be effective the first day of the pay period following the last full pay period ending in August (never earlier than August 19 or later than September 1).”

System Human Resources has noted that the policy language may need reviewed so it can be in more close proximity to the start date of the pay increase for academic staff. Deb Stone, Assistant Chancellor, HR Centers of Expertise, shared via email that Jami Painter, Senior Associate Vice President and Chief Human Resources Officer, confirmed this issue is on the review list and is hopeful that Rule 5.13 can be revised before August.

FB.25.02, Review of the *Bylaws*, Part D.11 – Committee on Faculty and Academic Staff Benefits

FB reviewed the *Bylaws*, Part D.11 and submitted a revision to the Senate Committee on University Statutes and Senate Procedures (SP) to amend its responsibilities and to clarify the committee’s duties and membership. The revision was approved by the Senate via SP.25.06 (Revision to the *Bylaws*, Part D.11 – Committee on Faculty and Academic Staff Benefits) on 04/28/2025.

II. ITEMS UNDER CONSIDERATION BY THE COMMITTEE

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

The review of faculty and staff salaries remained a priority item for FB agenda and additional requests for data from the Office of the Provost and/or Illinois Human Resources will continue into AY 2025-2026.

FB.23.02, Healthcare Benefits and Insurance Costs

Weible and Ross met with John Walsh, Carle Health External Affairs Program Executive. The main topics included a follow-up to last year: the introduction of FB representatives to Carle’s Patient Advisory Council, and a new one: on sharing concerns, complications, and questions raised by Carle’s recent and sudden announcement to cease offering Health Alliance, which directly affects nearly 7,000 Urbana campus employees.

FACULTY AND ACADEMIC STAFF BENEFITS

John Weible, Chair

Kristen Flatt

Mike Hirschi

Frieder Koehn

Angela Lyons

Ellen Moodie

Mark McGiles, *ex officio*

Jessica Mette, *ex officio*
Chris Ochs, *ex officio*
Katie Ross, *ex officio*
William Schlaack, *ex officio*
H.F. Williamson, *ex officio*