

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

FB.22.03      2021-2022 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 2020-2021 academic year. FB met on September 8, October 6, November 3, December 1, January 26, February 23, March 23, and April 13. 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 Annuitants Association, Illinois Human Resources, State University Retirement System, and Faculty Staff Assistance Services.

As part of its duties outlined in the *Senate Bylaws*, FB began 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 2022-2023.

I.      **ITEMS REMOVED FROM THE AGENDA**

**FB.22.01, Benefits Updates and Highlights, November 14, 2021**

FB submitted a report at the Senate meeting on November 14, 2021, and brought two items (money purchase factor and COVID-19 paid leave) to the attention of senators in the hopes the information would be shared within their units.

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 Cangellaris) 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.

FACULTY AND ACADEMIC STAFF BENEFITS

Angela Lyons, Chair

Anustup Basu

Roy Campbell

Matthew Feely

Craig Lemoine

Piper Martin

Antonio Sotomayor

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*