



OFFICE OF THE SENATE

228 English Building, MC-461
608 S. Wright St.
Urbana, IL 61801-3613

April 14, 2022

Provost Andreas Cangellaris
Swanlund Administration Building
601 East John Street, MC 304
Champaign, IL 61820

Dear Provost Cangellaris,

Per recent communication to Chancellor Jones, the Senate Committee on Faculty and Academic Staff Benefits (FB) has begun a review and discussion of the current state of faculty and staff salaries and benefits on the UIUC campus, as outlined as part of its duties in the *Senate Bylaws*. The Committee's goals are largely two-fold: (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. We aim to develop an informational report to the Senate to help the Senate understand where the University currently stands on these issues.

We would welcome the opportunity to work collaboratively with your Office on this endeavor. Please let us know your suggestions as to how we might proceed. As a starting point, we would like to request some information to assist with the following:

1. Several singular events have occurred in the past two decades, which have created obstacles for the University in providing substantive salary increases. To identify the cumulative impact of these "singularities," we would like to request any data you may already have on faculty and staff salaries for the last 15 years and across positions/rankings. We are especially interested in examining salaries during the furlough period and pre- and post-pandemic and how well merit raises have kept pace with inflation during this 15-year period.
2. To assess salary equity and fairness, it would be helpful to compare faculty and staff salaries for women and underrepresented minorities to those of their counterparts and across positions/rankings. We would welcome any data you may already have that might help us make these comparisons.
3. To further assist with points of comparison, it would be helpful to examine a breakdown of faculty and staff salaries with and without administrators' salaries being included (or excluding the top 5%). Again, we would welcome any data you may have to assist us in making comparisons like these.
4. To better understand the impacts that salaries could be having on hiring and retention, we are interested in any data your office may have on faculty and staff salaries in comparison to our peer institutions, especially during the pre- and post-COVID periods. We recognize that the list of

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peer institutions varies across units. As such, we might first consider how we are doing in comparison to other Big Ten universities or another standard listing used by your office. If you have done any comparative studies that may assist us, we would welcome learning what you have found.

5. If possible, it would also be informative to have data on hiring and retention salaries for faculty and staff in the last 10 years and across positions/rankings and women and underrepresented minorities. Related to this, it would be helpful to quantify faculty and staff flows pertaining to the number of faculty and staff entering and exiting the campus as a whole and across units over time.

We recognize that this request is coming at the end of AY 2021-2022. We also understand that there may be alternative data available or some data may not be available in the precise forms identified in this letter. Our goal is to create a starting place so that we can work together in the next few months to gather and organize data that informs this crucially important issue. We would also welcome the opportunity to meet with you in the Fall at the start of AY 2022-2023 to review the findings and discuss next steps. Specific recommendations may be made by the Committee once the data have been reviewed.

We look forward to working collaboratively with your Office on this endeavor and to sharing results as appropriate and as they become available.

Kind regards,

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