

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

FB.24.04      2023-2024 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 2023-2024 academic year. FB held four meetings during the fall 2023 semester (September 19, October 17, November 14, December 12) and three meetings during the spring 2024 semester (February 27, March 19, April 16). 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.23.04, Discussion on MetLife Authorization**

An inquiry was sent to the Illinois Department of Central Management Service (CMS) regarding concern 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. CMS responded that after their review, along with MetLife, they did not find that the form violates any rules or regulations. This item was removed from the agenda and combined with FB.24.03, Discussion with CMS on Faculty/Staff Representation. For further details, see the report below for FB.24.03.

##### **FB.24.01, Current State of the State Universities Retirement System (SURS) and the Tier II Retirement Plan**

At the February 27, 2024 meeting, Ross shared a presentation, System HR Services: Benefits Strategy. A study of faculty and staff benefits programs was done to compare the full range of State of Illinois and University of Illinois System benefit programs with sixteen peer institutions and CUPA-HR data. A separate study conducted a comparative analysis of retirement benefits at twenty-one peers, revising nine focus areas including present value of projected retirement benefits, consideration of Social Security, and key provisions.

##### **FB.24.02, Paid Leave for All Workers Act**

At the December 12, 2023 meeting, Laura Czys, Director of Policy Design and Administration, gave an overview of the Paid Leave for All Workers Act.

## 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 2024-2025.

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

In 2022-2023, FB discussed concerns by faculty and staff related to access, costs, and quality of care being provided by Carle, the primary local provider of medical care in the community. In particular, there were issues highlighted where the Aetna health insurance plan was rejecting claims due to charges exceeding predetermined limits set by Carle, resulting in increased out-of-pocket expenses for faculty and staff. Chair Lyons and Ross met with Robert Flider, Director of Community and Government Relations, Julie Nelson, Director of University Payroll and Benefits, John Walsh, Carle Health External Affairs Program Executive, Bob Healy, Department Head of Clinical Sciences Carle Illinois College of Medicine, and Elizabeth Angelo, Carle Health Senior Vice President and Chief Nursing Officer, to discuss concerns ranging from costs and wait times to the quality of care and customer service provided by Carle. The meeting served to foster a closer relationship with the local medical provider, establishing a reliable point of contact for addressing future concerns.

### **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 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. FB continues to have concerns regarding the safeguarding of employee privacy and data security. The committee plans to invite CMS representatives in 2024-2025 to meet with FB to discuss these concerns. Additionally, the committee seeks to better understand the State's procedures for negotiating contracts and procuring services with healthcare and insurance providers. Furthermore, FB wishes to discuss with CMS how faculty/staff can provide input and ensure future representation in these processes.

#### FACULTY AND ACADEMIC STAFF BENEFITS

Angela Lyons, Chair	Suzanne Mayer, <i>ex officio</i>
Kristen Flatt	Mark McGiles, <i>ex officio designee</i>
Hans Koehn	Jessica Mette, <i>ex officio designee</i>
Michael Nowak	Chris Ochs, <i>ex officio</i>
Patricia Phillips	Megan Pearson, <i>ex officio</i>
John Weible	Katie Ross, <i>ex officio designee</i>
	H.F. Williamson, <i>ex officio</i>