

UNIVERSITY OF ILLINOIS URBANA-CHAMPAIGN SENATE  
COMMITTEE ON UNIVERSITY STATUTES AND SENATE PROCEDURES  
(Final; Action)

SP.25.06      Revision to the *Bylaws*, Part D.11 – Committee on Faculty and Academic Staff Benefits

**BACKGROUND**

This proposal reflects recommendations from the Senate Committee on Faculty and Academic Staff Benefits (FB) to amend its responsibilities in *Bylaws*, Part D.11 to clarify the committee's duties and membership.

The description of committee duties has been revised for conciseness and reformatted as a list to improve clarity and readability.

FB recommends adding "The Senior Associate Chancellor for Human Resources or the Senior Associate Chancellor's designee (*ex officio*)" to provide University level input on human resource matters.

FB also recommends removing "The Executive Director of the State Universities Retirement System or the Director's designee (*ex officio*)" at the request of the SURS (State Universities Retirement System) Executive Director. The Director has expressed long-standing concerns about serving on the committee, citing potential conflicts of interest and the lack of precedent for such membership at Illinois public universities. The Director, furthermore, has not attended FB meetings in over a decade. Communication between SURS and FB is instead maintained through periodic external meetings with a subset of FB members.

Additional changes include formatting updates and replacing the outdated title "Director of the Faculty Staff Assistance Services" with the current title "Director of Faculty/Staff Assistance and Well-Being Services".

**RECOMMENDATION**

The Senate Committee on University Statutes and Senate Procedures recommends the approval of the following revisions to the *Bylaws*. Text to be deleted is ~~struck through~~ and text to be added is underlined. Adoption of amendments to the *Bylaws* requires a two-thirds vote of the Senate.

- 1    **REVISION TO THE *BYLAWS*, PART D.11 – Committee on Faculty and Academic Staff Benefits**
- 2    **11. Committee on Faculty and Academic Staff Benefits**
- 3        a. Duties

4       ~~The Committee:~~

- 5           1. ~~Shall investigate~~ Review and regularly report to the Senate on the adequacy and  
6           other attributes of the University's faculty and academic staff benefits including:  
7           ~~provisions for salaries, retirement benefits, sabbatical leaves, other leaves,~~  
8           ~~hospitalization and medical insurance, life insurance, other insurance,~~  
9           ~~investment and savings plans, travel reimbursement, housing benefits,~~  
10          ~~educational benefits, recreational benefits, and other perquisites, benefits and~~  
11          ~~conditions of faculty and academic staff employment.~~

12               a. Compensation plans.

13               b. Investment and retirement plans.

14               c. Insurance benefits, including health, dental, vision, disability, and life.

15               d. Leaves of absence, including sabbaticals.

16               e. Other benefits and conditions of employment.

- 17          2. Make recommendations on faculty and academic staff benefits to appropriate  
18          internal bodies and the Senate.

- 19          3. Communicate with, as appropriate, external bodies such as providers of  
20          employee benefits (e.g. State Universities Retirement System).

21       b. Membership

22       ~~The Committee shall consist of:~~

- 23           1. Five non-emeriti faculty members<sub>7,2</sub>  
24           2. One emeritus or emerita faculty member<sub>7,2</sub>  
25           3. One academic professional member<sub>7,2</sub>  
26           4. The academic representatives to the State Universities Retirement System Members  
27           Advisory Committee (*ex officio*)<sub>7,2</sub>  
28           5. The Director of University Payroll and Benefits or the Director's designee (*ex officio*)<sub>7,2</sub>  
29           6. ~~The Executive Director of the State Universities Retirement System or the Director's~~  
30           ~~designee (*ex officio*),~~ The Senior Associate Chancellor for Human Resources or the  
31           Senior Associate Chancellor's designee (*ex officio*).  
32           7. The Provost or the Provost's designee (*ex officio*)<sub>7,2</sub>

- 33 8. The Director of the ~~Faculty Staff Assistance Services~~ Faculty/Staff Assistance and  
34 Well-Being Services or the Director's designee (*ex officio*);  
35 9. The Associate Vice President for Human Resources or the Associate Vice President's  
36 designee (*ex officio*);  
37 10. The President of the ~~UUC~~ University of Illinois Urbana-Champaign, Chapter of the  
38 State Universities Annuitants Association or the President's designee (*ex officio*);  
39 ~~and~~.  
40 11. The Chair of the Council of Academic Professionals or the Chair's designee (*ex*  
41 *officio*).

UNIVERSITY STATUTES AND SENATE PROCEDURES

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