

UNIVERSITY OF ILLINOIS
AT URBANA-CHAMPAIGN

Office of the Senate

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Jeff Brown, chair
Deb Stone
Randy McCarthy
Harley Johnson

Barb Wilson
Mike Sandretto
Peter Sauer
Jennifer Bernhard

Ad hoc Senate Compensation Review Committee

Thank you for accepting to be a member of the Ad hoc Senate Compensation Review Committee, a new but very important committee. Because this committee will be dealing with extremely sensitive salary and benefits data, and because your ability to provide full and frank advice to the Provost will depend on a high degree of confidentiality, I want to emphasize the importance of keeping sensitive information within the committee.

Following the recommendation of the Senate Task Force last summer 2013, the charge of the committee is to:

1. Benchmark all aspects of total compensation of our faculty and academic professional staff against peer institutions.
2. Analyze trends over time in the competitiveness of our compensation package.
3. Make recommendations to the Provost for short-term and long-term strategic priorities in improving our competitiveness in recruiting, retaining, and rewarding deserving faculty, taking a holistic view across all compensation areas. The committee will have access to the full range of data about faculty compensation, comparative data against peer institutions, including data on health, dental, and vision care options, retirement plans, insurance options, leave policies, and salary equity and compression.
4. In cooperation with the Provost, work with the Campus Budget Oversight Committee (CBOC), where this committee helps to set compensation goals and priorities while CBOC helps to formulate budgetary and reallocation strategies for achieving them.
5. Make recommendations regarding the mix of benefits and salary that maximizes our ability to compete, while recognizing the fiscal constraints facing the university.
6. Report to the Senate annually on our priorities and progress in achieving them.

In addition for this first year, please could you address the following three topics:

7. Note any causes for any other persistent inequities within the campus, including especially any gender gap in salaries.
8. Recommend a set of bylaws for nominations to a Senate Compensation Review Standing Committee, perhaps including faculty nominees from the colleges, nominees recommended by Deans to the Provost, and nominees from the Senate Committee on Committees. The chair of the SEC would meet with the Provost to determine the final membership of the CRC each year drawing from this slate of nominees.
9. Working with the Faculty/Staff Benefits Committee, recommend how CRC as a standing committee, should interact with the current Faculty/Staff Benefits Committee that focuses on the individual benefits for staff and faculty.

Thank you very much for your willingness to serve



Roy Campbell
Chair, Senate Executive Committee

cc Kim Graber