

EXECUTIVE COMMITTEE

STATE UNIVERSITIES CIVIL SERVICE ADVISORY COMMITTEE

The Executive Committee of the State Universities Civil Service Employee Advisory Committee met on Friday, July 14, 2023 at 9:30 a.m. in the Hall of Honors (1st floor of the Main Building - D wing / Main Entrance), 1 University Parkway, University Park, IL 60484

Chair Pulley called the meeting to order at 9:30 a.m. Roll call was taken and a quorum was present.

Present: Shauna Bishop, Elizabeth Cheek, Tenea Harris, Jill Odom, Jacqueline Pointer, Michael Pulley, and Mary Serio

Absent: John Hulseberg

Guests: Colton Kurtz, Cindy Neitzel, and Sheryl Jones-Harper (9:55 a.m.)

Review of Correspondence: None

Approval of the July 7, 2023 Executive Committee Minutes:

Jill Odom motioned to approve the July 7th Meeting Minutes, as amended. Elizabeth Cheek seconded the motion. A roll call vote was taken, and the motion passed.

Shauna Bishop – aye
Elizabeth Cheek – aye
Tenea Harris – aye
Jill Odom – aye

Jacqueline Pointer – aye
Michael Pulley – aye
Mary Serio – aye

Schedule dates for additional Executive Committee meetings:

July 27th 1:00-2:30
August 3rd 1:00-2:30
August 10th 1:00-2:30

Review of Recent and Discussion of Topics for the Next Joint HRDAC/SUCSAC Meeting:

Grant funded employees and employees being promoted through audits → We should have a mission statement regarding this but we need data regarding this. Employees are reclassified or reallocated. Too many positions are being promoted via desk audit, which causes intentional or unintentional bias.

The only definition for promotion is an advancement in class per the System Office. Job audits should not be the only vehicle that promotions occur in.

There are a lot of desk audits going on out there. Way more than people competing with other folks on the registers.

Sheryl joins at 9:55 a.m.

There should be a balance, but there is not. Open and continuous testing is supposed to be promoted and occurring on every campus. Unfortunately, this is also not the case. Some campuses say that they discourage desk audits, but from a System Office standpoint, it doesn't look like it.

HR is limiting and restricting applicants by not utilizing the assets they already have → open and continuous testing

Opportunities should be given to all and should be based on merit and fitness. Instead, people are too focused on promoting from within.

The universities have a different definition and perspective of what a promotion is. Promotions as defined by the statute are what matters. To an employee, a promotion means more money.

There is a significant amount of confusion regarding language across the state. Each campus defines and words things differently. (i.e. discharge → discharge meeting vs discharge hearing)

Verbalization of written documents is not the same so it make it confusing to employees.
EAC should educate our constituents on each of our campuses.
Sec. 250.5 – list of definitions → we should expand on this

Request for additional data on some of these topics so we can put some of them to bed. (i.e. Rule of 3)

Educate your Civil Service community!

Motion to Adjourn: Tenea Harris **Seconded by:** Jacqueline Pointer

*A roll call vote was taken and all were in favor.
Michael Pulley adjourned the meeting at 10:25 a.m.*

Respectfully submitted,

Mary Serio, Secretary

Michael Pulley, Chair