

**STATE UNIVERSITIES CIVIL SERVICE ADVISORY COMMITTEE SPECIAL MEETING**  
**FULL EAC MTNG OF THE AD HOC COMMITTEE MTNG**  
 3:00 p.m. on Thursday, March 24<sup>th</sup>, 2022  
*Meeting conducted via Zoom video conferencing per Executive Order 2020-07 due to COVID-19 restrictions.*

**Chair Odom called the meeting to order at 3:04 p.m. Roll call was taken and a quorum was present.**

**Present:** Elizabeth Cheek, Gary Gilpin, Andy Harpst, Andrea Hoskinson, John Hulseberg, Sheryl Jones-Harper, Rick Marr, Jill Odom, Jacqueline Pointer, Michael Pulley, Caryn Riley, Mary Serio, and Vee Steward

**Continued Suspension of Article VI Section 1.2 & 1.3 of SUCSAC Constitution & Bylaws:**

Motion approved by Executive Committee on 6/11/20:

*Temporarily suspend Article VI Section 1.2 and 1.3 until SUCSAC is able to return to in-person meetings as determined by Illinois Department of Public Health guidelines and lifting of university travel restrictions.*

**Approval of Minutes from March 10<sup>th</sup>, 2022 Ad Hoc Committee Meeting:**

Andy Harpst motioned to approve the minutes from the March 10<sup>th</sup>, 2022 meeting. Sheryl Jones-Harper seconded the motion. A roll call vote was taken, and the motion passed.

|                     |     |                |     |  |  |  |  |
|---------------------|-----|----------------|-----|--|--|--|--|
| Elizabeth Cheek     | Aye | Michael Pulley | Aye |  |  |  |  |
| Gary Gilpin         | Aye | Caryn Riley    | Aye |  |  |  |  |
| Andy Harpst         | Aye | Mary Serio     | Aye |  |  |  |  |
| Andrea Hoskinson    | Aye | Vee Steward    | Aye |  |  |  |  |
| John Hulseberg      | Aye |                |     |  |  |  |  |
| Sheryl Jones-Harper | Aye |                |     |  |  |  |  |
| Rick Marr           | Aye |                |     |  |  |  |  |
| Jill Odom           | Aye |                |     |  |  |  |  |
| Jacqueline Pointer  | Aye |                |     |  |  |  |  |

**Discussion Regarding Promotion Processes:**

Extensive discussion regarding processes. Some of the questions that arose...

How long do positions have to be posted and where?

What is the standard for posting? On the System Office website or just internal for each university?

“In order to attract the greatest number of qualified applicants...”

HR feels that these are old rules that are outdated and feels that testing is an older process.

Illinois in one of the few states that has a Civil Service hiring system.

HR wants to have control over everything and does not like the fact that the System is over them.

Supervisor – it doesn’t matter if you supervise 1 person or 100 people, you’re still a supervisor

It’s not fair for people to keep assuming extra duties as assigned over time.

Trades – Upgrade to a foreman or a sub-foreman. Rotating a person in a foreman/sub-foreman position for a month at a time in the trades at UIUC. These positions went unfilled for several years. They get

upgrade pay for the time they're in those positions. University handpicked the 2 people they wanted for those positions, and they weren't even qualified in terms of seniority or experience. ISU had a similar situation. They knew a person they want to be in a position. Go through the process of requesting a position and hire them at the lower level so they can move them into that position without testing. (i.e., I want a superintendent of crafts but I'm going to hire an assistant superintendent of crafts.)

*Rick leaves at 4:07 p.m.*

The addition of specialty factors is another way for the employers to filter out their preferred candidate. Specialty factors also impact bumping rights. This is also used as a tool to keep the preferred candidate in their job.

What is the standard for universities to post new positions? Are they posted internally, externally, or both? Is there a minimum or maximum amount of time that it's posted for? There should be a standard practice that all positions are posted to the SUCSS site for 10 business days. The System Office is a consistent place and is consistent with all universities.

Instead of ad hoc these should probably just be referred to as Special Committee Meetings to avoid confusion of the whole Full EAC Meeting of the Ad Hoc Committee situation.

More discussion at next meeting.

**Establish Meeting Schedule:**

Decided to have 2 Special Committee Meetings between now and the July General Meeting. Jill to schedule those.

**Other Items as Presented:**

Jill shared Gail's email regarding Amendment to HB1172 – discussion followed regarding suggested edits. We will have to call a special meeting with Gail to discuss this. This may impact put current discussion.

**Motion to Adjourn:** Michael Pulley      **Seconded by:** Andy Harpst

*The meeting was adjourned at 4:25 p.m. by Jill Odom.*

Respectfully submitted,

  
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Mary Serio, Secretary

  
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Jill Odom, Chair