

Civil Service Council Minutes

November 7, 2023

Link for meeting via [Zoom](#)

Members Present:

Sarah Ryburn
Monica Elkin
Quanisha Kumi- Darfour
Matt Wing
Beth Porter
Justin Lawson
Jessica Barringer
Judi Khalilallah

Guests: Janice Bonneville, Kelly Walker, Perry Harlow

Ex-officio Members Present:

Christa Lawhun
Colette Homan
Sam Lowry

Members Absent:

Lawrence Lair
Evelyn Whitfield

- I. **Call to Order 12:01p**
- II. **Guests:** Human Resources Policy Update (Janice Bonneville & Kelly Walker)
 - a. **Paid leave for all workers act- policy applies across the board to all employees.**
 - b. **Can be used for any reason. Department can deny based on operational needs.**
 - c. **Does not accrue over time, cannot be used as surs credit, use or lose benefit.**
- III. **Approval of Agenda Monica Elkin, Justin Lawson**
- IV. **Approval of Minutes:** October 24, 2023- Justin Lawson, Sam Lowry
- V. **Officer Reports:**
 - a. Chair (Quanisha Kumi-Darfour)
 - b. Vice-Chair (Lawrence Lair)
 - c. Secretary (Sarah Ryburn) – no report
 - d. Treasurer (Beth Porter) – no report
- VI. **Reports**
 - a. Ad Hoc Committees
 - i. Civil Service Awards: Matt Wing—Nomination period ends Friday at 4:30 p.m. Please share the nomination link any way you can. We currently have received no nominations, although I have had a couple questions and am hopeful those people will be nominating. Beth, Justin and I are meeting to review nominations next week. If anyone else would like to be part of the review of the nominations, let me know! Please share:
<https://newsevents.illinoisstate.edu/news/2023/11/staff-awards-nominations-open/>
 - ii. Grab a Hot Cocoa and Say Hello | Fall Staff Appreciation: Beth Porter
 1. Wed. Nov. 15, 2023, Noon to 1:30 p.m. in the BSC, 1 West Lounge.

2. Please share this article: <https://news.illinoisstate.edu/2023/10/say-hello-with-cocoa-civil-service-and-a-p-councils-to-host-staff-appreciation-event/>
- iii. Scholarship Raffle (Oct-Dec): Need Volunteer
- iv. Scholarships: (June – Aug): Beth and Judi
 1. The ISU Internal Audit Team asked for information and documentation of past Carl Johanson Scholarship awards.
- v. Toys for Tots
 1. This year's [Toys for Tots PowerPoint flyer](#) has been updated for this year. Please pass this around to your departments and others to help get this information out.
- b. Civil Service Committee Representatives
 - i. Academic Senate (Quanisha Kumi-Darfour)
 1. Beth attended on behalf of Quanisha.
 - ii. AP/CS Staff Council Merger (Beth Porter)
 1. Article: <https://news.illinoisstate.edu/2023/10/merged-staff-council-proposal-information-sessions-scheduled/>
 2. Dates for the Merger Round Table Discussions:
 - a. Session #2 – Wednesday, November 8, from 12:30-2 p.m., Stevenson 401A
 - iii. Campus Communications Committee (Quanisha Kumi-Darfour & Justin Lawson)
 1. No report
 - iv. Employee Advisory Committee/EAC (Christa Lawhun) Attached below is the main thing we have been discussing currently is the residency requirements to test. Please read and let me know your thoughts. The EAC committee will be having a special zoom meeting this Thursday November 9, 2023. (Below is a draft)
 1. **Background-State Universities Civil Service System (SUCSS) Residency Requirement October 2023**
 2. Established by the State Universities Civil Service Act (Act) 110 ILCS 70/36b in 1951, SUCSS is a governing agency that serves the statewide public higher education system consisting of 11 public universities and five affiliated state agencies, which employ faculty, administrative, and support staff employees throughout Illinois. Per the Act, all positions at the institutions covered by the Act are considered civil service unless they meet one of the specific exemptions to the Act, such as faculty, research, or certain administrative positions. The Executive Director, Gail Schiesser, oversees SUCSS in Urbana, Illinois. The SUCSS' mission is to establish a sound personnel administration program for its constituent employers. SUCSS provides a classification system for specific positions based on job duties and responsibilities. It also provides a method to "test" or examine applicants to place candidates on employment "registers" (based on exam scores). Employment, audit, testing, promotion, demotion, layoff, compensation, discipline, and discharge guidelines are in place to provide consistency, guidance, and structure to all SUCSS constituents.
 3. The State universities and agencies governed by SUCSS have almost 25,000 civil service employees state-wide. SUCSS has nearly 900 Civil Service classifications, ranging from professional, administrative, and technical to clerical, building and food service, and building trades.
 - v. **Modernization Initiatives**
 1. The HR Directors and Employee Advisory Council have been meeting with the SUCSS Executive Director and her staff to address specific areas of SUCSS rules and procedures that inhibit our ability to attract, acquire, and retain talented staff with unique skills, education, diversity, and experience. We have prioritized the proposed changes that would have the most significant impact and benefit to our universities. The proposed changes are part of a broader effort to modernize the rules and procedures around

recruitment and employment. Our number one priority in the system requires legislative action.

2. **Number One Priority**

3. Our greatest challenge in recruiting talent is the Illinois *residency requirement* found in State Universities Civil Service Act 110 ILCS 70/36b et seq. Removal of the residency requirement for all examinations is the number one priority to make us competitive and able to sustain a workforce at our higher education institutions that annually pumps billions of dollars back into the Illinois economy. The University of Illinois alone contributes \$19B annually to the state's economy through its research, hospital, and entrepreneurial activities with students, vendors, and alumni.
 4. A marginal number of other states utilize a higher education civil service system and those that do not have a state residency rule that prohibits their ability to recruit out-of-state candidates.
 5. State universities and agencies currently have **thousands** of civil service openings statewide. It is not feasible to fill them adequately without reaching beyond Illinois borders, especially for bordering states close to some institutions (UIC, UIUC, WIU, SIU, etc.) in which students who graduate from the institution would have to relocate from their home state to accept a position despite having completed their degree while living in a neighboring state.
 6. According to USPS, Illinois is the top 3rd state for people leaving the state. About 29,000 outbound moves weren't reciprocated in 2021.
 7. United Van Lines (UVL) 2021 annual national movers study showed the number one reason people are moving out of state is for **jobs** (32.5%). Based on age alone, the demographics that makeup half our workforce are leaving at much higher rates for jobs:
 - a. § Age 18-34: 77.9%
 - b. Age 35-44: 65.1%
 - c. Age 45-54: 50.2%
 - d. In 2022, Illinois had 63.8% of its population moving out of state and only 36.2% inbound. Of those moving, 31.31% were moving outbound for a job.
 - e. Illinois was ranked 2nd for top outbound states in 2021, according to UVL (only 2nd to New Jersey).
 - vi. ISU Annuitants Association Committee (Samantha Lowry) - no report
 - vii. ISU Police Chief Advisory Council (Judi Khalilallah) - no report
 - viii. Parking and Transportation Advisory Committee (Matt Wing and Stuart Palmer)—My first meeting this morning. No update for the group.
 - ix. University Foundation (Evelyn Whitfield)
- c. Human Resources (Colette Homan)
- d. Standing Committees
- i. Discounts (Judi Khalilallah & Lawrence Lair)
 - ii. Governing Documents Review (Beth Porter, Matt Wing & Quanisha Kumi-Darfour)
 - iii. OpenLine (Lawrence Lair)
 - iv. Webmaster (Lawrence Lair)

VII. Old Business

VIII. New Business

IX. Pulse of our Constituents & What's Happening on Campus

X. Adjournment Justin Lawson, Sam Lowry 12:50