



**Illinois Human
Resources**

**Professional Employment
Redesign Information
Meeting of the Senate
November 12, 2018**

State Universities Civil Service System (SUCSS)

- All public universities in IL are governed by the State Universities Civil Service Act
 - (110 ILCS 70/36b *et seq*)
 - Became law in 1952, amended in 1957
- Act requires all positions to be civil service until specifically exempted from civil service
- Act specifies exemptions

What has changed

Merit Board and SUCSS changed the Exemption Procedures Manual in response to an OEIG directive to give better guidance to the Universities

Significantly changed the criteria used to designate a position as Academic Professional

Eliminated Standard Title exemptions







Appropriate Exemptions

- Principal Administrative Appointments 36e(3)
 - Senior management/senior administrative functions
 - Named exemptions for positions that had been sources of disagreement
 - Advancement/Development
 - Academic Advisor
 - Residence Hall Director
 - Student Academic Recruitment
- Research & Teaching Positions 36e(4)

Illinois HR's Response

- Redesigned our professional level civil service hiring processes
 - Mirrors the academic search process
- Redesigned application procedures
 - Streamlined
 - Apply for each vacancy individually
 - Posting language and advertising proposed by the unit
 - Able to recruit nationally and internationally

Common Myths

-  All CS employees are eligible for overtime
-  CS employees lack schedule flexibility
-  CS employees “punch a clock”
-  All CS employees are union-represented
-  CS employees cannot supervise APs
-  Supervisors cannot ask CS employees to do something not listed on the job description

Resources

Professional Employment Redesign (PER) website

<http://go.illinois.edu/ihr-per>

Teaching and Research Exemption Criteria

<http://humanresources.illinois.edu/assets/docs/Exemption-Standards-E4.pdf>