

**SUCSS hearing on changes to 80 Ill Adm Code 250; 36 Ill Reg 3840
January 3, 2013**

Comments of Wendy Harris, Director of Budget and Resource Planning, Department of Mathematics, University of Illinois at Urbana-Champaign

I have been an Academic Professional on the University of Illinois at Urbana-Champaign campus for nearly 20 years, and supervised Civil Service employees for 17 of those. I agree Civil Service employees are imperative for our dedication to teaching, research, and public engagement, but believe the classification and exemption of these positions should be left to the university.

First, I would like to note that, in my understanding, the recent UIUC audit examined a targeted group of, and I quote, "approximately 200" academic professional positions, not a random sample. As a result, the findings and recommendations do not reflect the campus' overall ability to classify positions.

That said, the campus AHR representatives are in an excellent position to know and understand the needs of a particular unit. From my personal experiences, here are issues:

- I hire a Civil Service title with no promotion line (ie. Business/Administrative Associate), and the individual is not inclined towards life-long learning or independent thinking since there is nowhere "up" to go.
- We wanted to hire a fantastic Staff Clerk into the Human Resource Associate title, but could not because she had only been doing HR for us for 1.5 years.
- We want to hire someone to further develop our online programs, and there is an excellent candidate in New York. Without Illinois residency, we cannot hire this person as Civil Service.
- I know an excellent Budget and Resource Coordinator, but could not hire her as a Business/Administrative Associate because she does not have a business degree and her 15 years of campus experience are not considered.

These are the day-to-day challenges in an instructional unit without extensive technical needs; imagine the issues in more complicated settings. Campus representatives are prepared to work through these issues within the context of the changes noted by Elyne Cole in the recent audit. Please leave these decisions, which effect individuals, departments, and the future of instruction and research, to those who know best.