

Northern Illinois University
UNIVERSITY COUNCIL PERSONNEL COMMITTEE

March 21, 2023

2:00 p.m.

Altgeld Hall Room 203

MINUTES

Present: Melanie Costello, Larissa Garcia, Liz Guess, Chad McEvoy, Linda Srygler, Wendy Vaughn, Carol Walther

Absent: Meredith Geller, John Hulseberg, Raaif Majeed, Andrew Rogers

Staff/Guests: Joan Parrish

Call to Order

Guess called the meeting to order at 2:02 p.m.

Adoption of Agenda

Guess requested a motion to approve the agenda. Vaughn moved. Garcia seconded. The agenda was approved with no changes.

Approval of Minutes from October 4, 2022

Guess requested a motion to approve the meeting minutes from October 4, 2022. Costello moved. Garcia seconded. The minutes were approved.

Public Comments

There were no requests for public comment.

Welcome and Discussion of Committee Responsibilities

Guess welcomed the committee and requested introductions. Guess asked for input on where the committee is headed. McEvoy asked what kind of issues the committee would like to discuss/learn more about at upcoming meetings. They discussed student representatives attendance, a meeting called by Bill Pitney regarding the needs of clinical faculty, appointments and promotion standards and how clinical faculty could benefit from having a body appointed to represent them. McEvoy related a discussion with Ismael Montana regarding next steps. The committee recalled discussing committee composition and wondered if it would be beneficial having less faculty members and more clinical faculty, in addition John Hulseberg sits on this committee and can bring

civil service and relevant organization knowledge to the group. McEvoy suggested that the committee should determine what they would like to explore and bring those suggestions to the fall meeting. Guess invited the committee to ask questions relevant to Human Resources. The committee responded that more information about civil service testing changes and additional transitions would be useful. They advised that impending timekeeping changes could create new challenges. They discussed open positions and asked if enough was being done to market vacancies. They requested to have Cathy Doederlein at a future meeting. In addition, they discussed a vacancy proposal that had been drafted, staff shortages and add pays. Guess gave additional information about online time and benefit reporting, hiring challenges and inviting Cathy Doederlein to a future meeting. Guess requested to see the vacancy proposal and stated that a call for agenda items for committee meeting would be useful for future meetings, approximately a week in advance, and gave an update on the search for the Chief Human Resources Officer.

Next Meeting and Adjournment

Guess advised the committee they will meet again in the fall and the committee agreed to mid-September. Guess requested a motion to adjourn. Garcia moved. Vaughn seconded. Committee adjourned at 2:42 p.m.