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Illinois' Public University System Support Resource and Advocate

FY2006: SUCSS Business Review

Lewis T. (Tom) Morelock, Executive Director



As we begin a new fiscal year, it is important to take some time to reflect on the past year activities and evaluate our progress in achieving some of our short-term and long-term goals. This agency review and evaluation will be accomplished on a formal basis through the development of our Annual Report, but for now I would like to take the opportunity to briefly reflect on some

agency highlights of the past fiscal year and how they will impact our future growth and development.

First though, I want to express our gratitude to the entire statewide university system, specifically our many university/agency contact points and constituency groups, for their continued support and collaboration in our overall modernization efforts. Our joint endeavors in this respect have been recognized by many, as exemplified through the recent distinguished 'Best Practice Award' presented to our agency by the College and University Professional Association of Human Resources Midwest Region for our E-Test system. Thanks go out to every person, constituency group, agency and university for your commitment of time, resources, and energy in the development and delivery of our many new and updated business processes. It is truly appreciated.

This past year has been a year of new beginnings for us with the release of the E-Test system, the development of a credential assessment model to replace many of our old exams, the introduction of a new electronic tool (C-JASI) to facilitate the collection of essential position information for spec/exam development, the expansion of the Pilot Program to many locations through their IT positions, and a significant attempt to build more positive professional business

relationships with our many campus/agency administrative and human resource offices.

The development and implementation of the E-Test system has completely transfigured our classification plan management and exam delivery process, significantly improving our efficiency and effectiveness and saving time/resources at the various campus/agency employment locations. We will aggressively continue with the transition to this system and the benefits for all of us will grow substantially, most specifically in terms of efficiency and effectiveness.

As somewhat of a derivative of the E-Test implementation, the Computerized-Job Analysis Survey Instrument was developed and released to collect vital job information from identified employees throughout the university system in order to conduct our job analysis and upgrade our many classification specifications/examinations. This instrument will reduce the time and resources previously required in collecting and analyzing job information, leading to a more robust and timely delivery of revised/new specifications and exam instruments. This will simply lead to a more definite savings in time and resources at the campus/agency level and will enable our office to significantly enhance the delivery of the many elements contained in our classification plan management process.

We have also seen the extended use of the new IT classifications contained in the Pilot program. Several universities and agencies have embraced the new employment and broad-banding concepts contained in this Program. These new concepts and procedures provide for more local definition and control of positions, specifically preserving the integrity of the Employer's ever-changing technical environment. To just name a few, our Office has been working with Northern Illinois University, the University of Illinois at Chicago, and Northeastern Illinois University in transitioning current IT positions and creating programs consistent with these new concepts and IT

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