

SOUTH DAKOTA BOARD OF REGENTS

Budget and Finance
Consent

AGENDA ITEM: 5 – P
DATE: December 13-14, 2023

SUBJECT

Repeal of BOR Policy 1.3.9 – Regental Civil Service Advisory Council (Formerly Policy 1:7:5) (First and Final Reading)

CONTROLLING STATUTE, RULE, OR POLICY

[BOR Policy 1.3.9](#) – Regental Civil Service Advisory Council

BACKGROUND / DISCUSSION

The Regents Civil Service Advisory Council (RCSAC) is comprised of a Civil Service Act (CSA) employee from each institution and special school. The council meets every fall for a half-day meeting in Pierre, and every spring for two half-days on a campus, rotating locations every year. At these meetings, the council is provided updates on BOR policy changes, compensation, benefits, legislative priorities, and system projects by members of senior leadership. The council has been challenged in recent years to find representatives that are willing to participate on this system council, and the interest in participating in local CSA councils at the institutional level has also declined. Several of the universities have created staff councils so that NFE employees can participate as well and to improve engagement.

Due to the lack of engagement at the institutional level, there is little value in continuing to hold a statewide council. The Board office recommends repealing the policy to eliminate the statewide council and then work with institutional human resources offices on how to bolster employee engagement and provide opportunities for institutional human resources and leadership to engage with the CSA and staff councils at the institutional level.

IMPACT AND RECOMMENDATION

The staff recommends that the Board repeal this policy as a first and final reading. If approved, the system’s Chief HR Officer will communicate this change to all relevant stakeholders.

ATTACHMENTS

None

DRAFT MOTION 20231213_5-P:

I move to approve the first and final reading of the proposed repeal of BOR Policy 1:3:9 – Regental Civil Service Advisory Council.