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### 02/21/1991 - EIU Response to Stanczak Report

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EASTERN ILLINOIS UNIVERSITY  
Charleston, Illinois

# news

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February 21, 1991

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FOR IMMEDIATE RELEASE:

EASTERN ILLINOIS UNIVERSITY'S RESPONSE TO STANCZAK REPORT

CHARLESTON, IL. - Eastern Illinois University President Stan Rives reported on actions taken in response to the Stanczak Report at the Board of Governors meeting today. The Stanczak Report is a result of an investigation into allegations of nepotism and other irregularities in hiring and promotions in the University's Administration and Finance area by Chairman David Carpenter on behalf of the Faculty Senate at Eastern.

"Understandably, any organization with more than eighteen hundred employees will have some problems," said the President. "Stanczak's investigation has identified some problems, and we have dealt with them straightforwardly. I believe the University will be strengthened as a result of our actions. These actions will not solve all problems, but they should go a long way toward re-establishing institutional credibility and allow us to return our attention to our basic mission of teaching, research, and service."

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In response to the Stanczak Report, Rives had mailed to the Board a 140-page, confidential report. "The report to the Board," said Rives, "is necessarily confidential because it deals with personnel matters. Actions responding to the Report are not confidential." The major actions reported to the Board by Rives are:

1. A letter has been placed in the personnel file of each of the twenty-two individuals where Stanczak's investigation found no fault.
2. The University has completed its investigation of three individuals recommended for further investigation in the Stanczak Report:

In one case the allegation was that the individual was not a resident of Illinois at the time the civil service examination was taken. The University's investigation concluded that the individual met the civil service residency requirement at the time of testing and employment by the University.

In a second case, the concern was whether qualifications were misrepresented by an individual in applying for a civil service position. The University's investigation concluded that the individual purposefully overstated his qualifications and experience, resulting in a reprimand and five-day suspension without pay for the employee.

In the third case, the concern was that the individual did not appear to possess the stated qualifications for the position held. Stanczak's conclusion was that the employee was a victim of circumstances in that a compensatory qualification form was not submitted to the civil service

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system to cover the situation. The University submitted the compensatory qualification form which was not approved. Since the individual was not at fault, he is being transferred to a position for which he has appropriate qualifications.

3. Action is completed, or is in process, regarding three matters which arose during the course of Stanczak's investigation:

A charge of improper disposition of state property was investigated by the University Police. This matter has been handled by disposing of the property in question (an old drill press) in accordance with the State Property Control Act.

A charge of "job selling" reported in an interim civil service audit was investigated by the Illinois State Police who found no basis for the allegation.

An original charge of financial mismanagement was downgraded by Stanczak to questions regarding management of University funds in four specific areas. Each of these questions is being investigated by the University's Chief Internal Auditor. The first of four reports has been submitted and substantiates that a questioned position in the Business Office was correctly assigned. Investigation on the other three matters should be concluded soon.

4. The University has requested that the Chancellor's Office develop a system-wide policy regarding employment of relatives to deal with the deficiencies in University policy which Stanczak identified. The Chancellor's office has agreed to accept the responsibility for developing the policy, which will apply to all Board of Governors universities.

5. Five specific recommendations to improve civil service recruitment have been referred to the Office of Human Resources for implementation.
6. The Office of Planning Services has been transferred from reporting to the Vice President for Administration and Finance area to reporting to the Office of the President.
7. The Physical Plant area has instituted meetings with employees in the Steam Plant to address employee concerns and to improve communication between employees and management.
8. The President has recommended to the Board that the title, Vice President for Administration and Finance, be changed to Vice President for Business Affairs. This title is consistent with the Vice Presidents for Academic Affairs and Student Affairs.
9. Eight other specific suggestions made by Mr. Stanczak have been referred by the President to appropriate groups and offices for consideration. These include the Affirmative Action Office, Human Resources Office, and President's Council. One of these recommendations, for example, is to provide a mechanism to "act effectively on complaints of improper pressure being brought to bear on employees." In response to this concern, the President has placed the following item in the University Newsletter which is distributed to all employees:

An employee of Eastern Illinois University who feels improper pressure is exerted upon her or him to do something which is inappropriate or improper (particularly a violation of

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University policy) should send a confidential communication to the President detailing the situation and pressure. Such communications may be given directly to Mrs. Maxine Clayton, Administrative Assistant to the President, or to the President in Old Main 101. The President will treat such communications as absolutely confidential and will reply to this individual.

The direct cost of Stanczak's Report is estimated to be approximately \$25,000. "We have used the Stanczak Report," said Rives, "to deal directly with the problems identified in the investigation in such a way that we strengthen Eastern Illinois University and we will continue that effort." Rives indicated he will schedule a meeting for interested members of the campus community to provide an opportunity for a complete discussion of the Stanczak Report recommendations and University actions resulting from the Report.

