

STATE UNIVERSITIES CIVIL SERVICE ADVISORY COMMITTEE QUARTERLY MEETING

Tuesday, April 21, 2026

12:30 p.m.

*State Universities Civil Service System Office
1717 Philo Road, Suite 24, Urbana, Illinois 61802*

Chair Odom called the meeting to order at 12:36 p.m. on April 21st. Roll call was taken, and a quorum was present.

Present: Brad Green, Brandy Perry, Brian Miller, Chris Doe, Heidi Skiles, Jill Odom, John Evans, Layla Campos, Michael Robinson, Patty Meyer, Rafael Cañas, Shauna Bishop, Tenea Harris

Absent: Andy Harpst

Guests: SUCSAC Andrea Hoskinson, Elizabeth Cheek, Jacqueline Pointer, Mary Serio (until sworn in), Stephanie Contreras-Juarez

SUCSS Office Brett Wawrzynk, Liz Borman, Sharnell Kimbrough, Janea Parker, Lisa Kamau, Maggie Miller

Public Comments: None

Review of Correspondence: None

Action Item 1: Approval of minutes for January 29 & 30, 2026 Quarterly Meeting

Motion: To approve January 29 & 30, 2026 meeting minutes as amended

Made by: Brad Green, **Seconded by:** Michael Robinson

Roll Call Vote

Name	Aye	Nay	Name	Aye	Nay
Brad Green	X		Layla Campos	X	
Brandy Perry	X		Michael Robinson	X	
Brian Miller	X		Patty Meyer	X	
Chris Doe	X		Rafael Cañas	X	
Heidi Skiles	X		Shauna Bishop	X	
Jill Odom	X		Tenea Harris	X	
John Evans	X				

Motion Carried

Action Item 2: Approval of Constitution & Bylaws Article C, Section 5, 5.1 language addition

Proposed addition: "...and respond to Freedom of Information requests received as determined by the act."

Motion: To approve Constitution & Bylaws Article C, Section 5, 5.1 language addition

Made by: John Evans, **Seconded by:** Brad Green

Roll Call Vote

Name	Aye	Nay	Name	Aye	Nay
Brad Green	X		Layla Campos	X	
Brandy Perry	X		Michael Robinson	X	
Brian Miller	X		Patty Meyer	X	
Chris Doe	X		Rafael Cañas	X	
Heidi Skiles	X		Shauna Bishop	X	
Jill Odom	X		Tenea Harris	X	
John Evans	X				

Motion Carried

Action Item 3: Approval of Constitution & Bylaws Article C, Section 6, 6.4 language addition

Proposed addition: “Execute duties of the Open Meetings Act Officer for the committee.”

Motion: To approve Constitution & Bylaws Article C, Section 6, 6.4 language addition

Made by: Brad Green, **Seconded by:** Brian Miller

Roll Call Vote

Name	Aye	Nay	Name	Aye	Nay
Brad Green	X		Layla Campos	X	
Brandy Perry	X		Michael Robinson	X	
Brian Miller	X		Patty Meyer	X	
Chris Doe	X		Rafael Cañas	X	
Heidi Skiles	X		Shauna Bishop	X	
Jill Odom	X		Tenea Harris	X	
John Evans	X				

Motion Carried

Action Item 4: Approval of Constitution & Bylaws Article C, Section 6, 6.5 sequence correction following addition of 6.4 language

Proposed addition: Item 6.4 becomes 6.5

Motion: To approve Constitution & Bylaws Article C, Section 6, 6.5 sequence correction following addition of 6.4 language

Made by: John Evans, **Seconded by:** Brandy Perry

Roll Call Vote

Name	Aye	Nay	Name	Aye	Nay
Brad Green	X		Layla Campos	X	
Brandy Perry	X		Michael Robinson	X	
Brian Miller	X		Patty Meyer	X	
Chris Doe	X		Rafael Cañas	X	
Heidi Skiles	X		Shauna Bishop	X	
Jill Odom	X		Tenea Harris	X	
John Evans	X				

Motion Carried

Report of Chair:

See attached

Report of Executive Committee:

Jacqueline Pointer tabled her report until tomorrow, 4/22.

Report of Legislative Committee:

See attached

During discussion, some members pointed out the inconsistencies in hiring practices across universities as well as within their own colleges. Executive Director Schiesser reminded the committee that there is a 15-day window to ask for a director’s review for any action carried out on your campus.

Report of the Election Committee:

Andy Harpst was not in attendance, so Chair Odom reported on his behalf.

ISU has 2 candidates with elections coming up at the end of April.

Report of SUCSS Executive Director:

Liz Borman, HR Asst. Mgr., led the group in a visioning exercise, to further help us understand our purpose and function as an advisory committee to the Merit Board. We participated in a 5-step activity where we discussed current and future state of the committee, identified strengths and opportunities, weaknesses or roadblocks and strategized on the next steps.

Break 1:53 p.m. - 2:00 p.m.

Some common themes emerged during discussion. We should be proactive in our work. Instead of being reactive to initiatives proposed by others, we should be proactive in making our own proposals. We should study the Act, Rules, policies and procedures to determine if they may need revising based on today's workforce. We should continue to build and nurture relationships with the Merit Board, and our respective DER or HR representatives. This could even be extended to our local legislators. We want to increase our visibility and communicate the value of Civil Service. Lastly, we need to follow up on the survey we sent out to our constituents. This is important to show our constituents that we value the feedback they've provided and to be intentional about addressing their concerns.

Recess 4:07 p.m.

STATE UNIVERSITIES CIVIL SERVICE ADVISORY COMMITTEE QUARTERLY MEETING

Wednesday, April 22, 2026

10:30 a.m.

*State Universities Civil Service System Office
1717 Philo Road, Suite 24, Urbana, Illinois 61802*

Resumed 10:30 a.m.

Present: Brad Green, Brandy Perry, Brian Miller, Chris Doe, Heidi Skiles, Jacqueline Pointer, Jill Odom, John Evans, Layla Campos, Michael Robinson, Patty Meyer, Rafael Cañas, Shauna Bishop, Tenea Harris

Absent: Andy Harpst, Mary Serio, Patty Meyer

Guests: SUCSAC Andrea Hoskinson, Elizabeth Cheek, Stephanie Contreras-Juarez

SUCSS Office Brett Wawrzynk, Liz Borman, Sharnell Kimbrough, Janea Parker, Lisa Kamau, Maggie Miller

Report of Executive Committee:

Discussion regarding the dissemination of survey results was had and a schedule was clarified as well as discussion regarding sending the thank you.

A broader conversation for open and continuous testing will be had with the Merit Board. EAC reps will be asked to discuss the policy being administered on their campus and what roadblocks they are experiencing. Findings will be discussed in July in preparation for the August Merit Board meeting.

2026 Quarterly Meeting Schedule

- Wednesday, July 22nd & Thursday, July 23rd
 - *State Universities Civil Service System Office*
- Wednesday, October 14th & Thursday, October 15th Meeting with Council of Councils on Friday, October 16th
 - *Eastern Illinois University*

Brad Green reported that details are still being finalized for Council of Councils. He wasn't included in the planning but would send a message to the EIU Council to send out the registration link.

April or July 2027 will be hosted by Western Illinois University

October 2027 w/ Council of Councils will be hosted by University of Illinois Springfield

SUCSAC Priorities:

The visual display and hands-on exercise were very helpful, a great use of time and provides a perfect example of why we need to meet in person. We need to think about what trainings we need next. Mr. Simmons is interested in attending our meetings, so John Evans will extend an open invitation.

Other Items as Presented:

Suggestions for working with your campus council; add EAC blurb to a newsletter, ask for our own webpage

Motion to Adjourn: Jacqueline Pointer **Seconded by:** Michael Robinson

A roll call vote was taken, and all were in favor.

The meeting was adjourned at 1:53 p.m.

Respectfully submitted,

Tenea Harris

Tenea Harris
Secretary


Jill Odom
Chair

STATE UNIVERSITIES CIVIL SERVICE ADVISORY COMMITTEE QUARTERLY MEETING

Wednesday, April 22, 2026

10:30 a.m.

*State Universities Civil Service System Office
1717 Philo Road, Suite 24, Urbana, Illinois 61802*

To: Employee Advisory Committee
From: Jill Odom
Chair/Employee Advisory Committee
Date: April 22, 2026
Subject: Chair Report

Good morning. Thank you all for your flexibility with the schedule and venue changes for this meeting. Our meetings are not typically surrounded by this many changes however, they do keep us on our toes and give us the opportunity to shine.

The change in meeting date from what we initially voted on in October was due to an annual meeting between the U of I SUCSAC Representatives and U of I President Tim Killeen. His very limited availability required some adjusting of calendars for the groups involved in this annual meeting. Sadly, the state legislature, specifically the House, decided to schedule the Higher Education Appropriations Hearing for Thursday which canceled our annual meeting with him. As we were already set at Illinois State University, we thought it best to stay with our dates rather than revert back to the original Wednesday and Thursday dates.

With regards to the venue change, again, thank you for your flexibility. There is currently an AFSCME Local 1110 strike going on at Illinois State University and we thought it best to move our meeting location to the System Office rather than cross a picket line of the civil service employees we represent.

Since our last meeting, the Merit Board met on March 10th at 1:00. I would like to take this opportunity to thank Jacqueline Pointer and Andy Harpst for presenting our SUCSAC report to the Merit Board. I was unable to attend however, I was able to listen in to the meeting from San Antonio, Texas at the airport, in a cab, and finally from my conference hotel room after I was able to check in. They did an excellent job sharing our report. I hope you were all able to either attend or listen in. During the meeting Chair Butler gave a report on the discussion that was had between himself, Mrs. Butler, Mr. Kvedaras and SUCSAC during our January meeting. Chair Butler noted the positive discussion and looks forward to future opportunities.

I would like to take this time to note that although I am disappointed that we do not have any Merit Board members joining us today or tomorrow, I am pleased that we did not have to inconvenience them with our schedule and venue changes. We will be meeting back here at the System Office for our July meeting, and my hope is that a couple of the Merit Board members will be available to join us. In the meantime, please continue to reach out, connect, and build on those relationships.

Thank you all for your time, dedication, and support and I look forward to our good work today, tomorrow, and beyond.

Thank you, Jill Odom

STATE UNIVERSITIES CIVIL SERVICE ADVISORY COMMITTEE QUARTERLY MEETING

Wednesday, April 22, 2026

10:30 a.m.

*State Universities Civil Service System Office
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April 2026 Legislation

- **Federal DOJ Final Rule** - Title II of the Americans with Disabilities Act establishes specific requirements, including the adoption of specific technical standards, for making accessible the services, programs, and activities offered by State and local government entities to the public through the web and mobile applications. Was effective 6/24/24, but compliance date of 4/24/26.
- **HB1581** - Equitable University Funding - Provides that all general operating expenses for public universities shall be distributed by the Board of Higher Education through a funding formula for eligible public institutions and shall be administered by the Board. Defines "eligible public institution". Sets forth provisions concerning the adequacy targets and resource profiles of eligible public institutions. Provides for the distribution of State appropriations and the calculation of the base funding minimum for each eligible public institution. Provides that the Board shall oversee an accountability and transparency framework for assessing the distribution and use of all funds appropriated by the funding formula and evaluating the funds' effects on institutional outcomes pertaining to student affordability, enrollment, persistence, and outcome metrics. Provides for reporting and the establishment of an Accountability and Transparency Committee. Provides that the Board shall establish a Funding Formula Review Panel tasked with studying and reviewing topics pertaining to the implementation and impact of the funding formula. Amendment 2 referred to Rules Committee 4/17/26.
- **HB2332** - Amends the State Universities Article of the Illinois Pension Code - Provides that a Tier 2 member who has at least 20 years of service in this system as a police officer or firefighter is entitled to a retirement annuity upon written application on or after the attainment of age 55 (instead of age 60) if a specified rule is applicable to the participant. Provides that the changes apply retroactively to January 1, 2011. Re-referred to Rules Committee 4/17/26. (Similar bill(?) HB2477 sent to Rules committee 3/21/25).
- **HB4192** - Each academic year the board of trustees of each public university shall offer a full-tuition waiver for undergraduate education at any campus under the board's governance or supervision to any Illinois resident who: (i) was serving in the Illinois National Guard, the United States Army, the United States Marine Corps, the United States Navy, the United States Air Force, the United States Space Force, or a Reserve Officers' Training Corps program related to any of these armed service branches and was relying on full-tuition or partial-tuition assistance to complete the person's undergraduate education; (ii) has been discharged from service, either forcibly or by being given the choice of voluntary discharge or forced discharge, due to changes in federal policy leading to that person's discharge for reasons unrelated to performance; and (iii) has lost that tuition assistance prior to completion of the person's undergraduate education. Provides that to be eligible to receive a waiver, the individual must: (i) apply for the waiver; (ii) provide documentary proof of service, of prior tuition assistance, and of discharge; and (iii) qualify for admission to the university under the same admission requirements, standards, and

policies that the university applies to applicants for admission generally to the university's respective undergraduate colleges and programs. Provides that an eligible applicant who has continued to maintain satisfactory academic progress toward graduation may have the individual's waiver renewed until the individual has expended 4 years of undergraduate full-tuition benefits. Re-referred to Rules Committee 3/27/26.

- **HB4229** - Creates the Higher Education Enrollment Fraud Act - Requires the Board of Higher Education to convene a working group to develop policies and procedures for institutions of higher education to prevent fraudulent enrollment in online courses for the purpose of gaining access to financial aid, campus information technology systems, and student support services. Requires each institution of higher education to complete an annual cybersecurity self-assessment of its information technology infrastructure. Re-referred to Rules Committee 3/27/26.
- **HB4240** - Creates the College Meal Plan Medical Exemption Act - Allows a student to submit to a postsecondary institution a medical exemption statement from a medical provider indicating that the student has a medical condition, allergy, dietary restriction, or other health-related need inconsistent with participation in a mandatory meal plan. Sets forth provisions concerning the submission of the medical exemption. Provides that a student who submits a medical exemption may not be charged any portion of a mandatory meal plan. Prohibits an institution from imposing other requirements, charges, or fees. Allows the student to voluntarily purchase an optional meal plan if offered by the institution. Re-referred to Rules Committee 3/27/26.
- **HB4343** - Amends Board of Higher Ed Act - Board of Higher Education to establish a pathway program in which any public high school student in this State who graduates in the top 10% of the student's graduating class or meets other standardized thresholds is guaranteed admission to at least one public university. At least 70% of the students admitted to the program must be residents of this State. Beginning with the 2027-2028 academic year, prohibits the governing board of each public university from increasing its in-state tuition rate for a given academic year by a percentage that exceeds the percentage increase, if any, in the Consumer Price Index. IL Student Assistance Commission to establish a workforce incentive program in which a student who enrolls in a high-need field at an institution of higher learning may receive a grant to reduce tuition costs or loan forgiveness if the student commits to working in this State for at least 3 after graduation. Provides that under the program, a student from an underserved region of this State may also receive additional admission and tuition support from the Commission. Re-referred to Rules Committee 3/27/26.
- **HB4386** - Creates the Online Degree Pathway Pilot Program Act - Establishes the Online Degree Pathway Pilot Program to provide a single, unified, online bachelor's degree program culminating in a degree conferred by a participating university. Provides that application for admission to the Pathway Program shall begin on March 15, 2027 for the 2027-2028 academic year. Provides that the University of Illinois shall serve as the primary degree-granting institution for the Pathway Program. Provides that a student enrolled in any of grades 9 through 12 in a public or nonpublic school is eligible to enroll in dual enrollment courses at any public community college. Provides that credit earned under the Pathway Program or through dual enrollment shall transfer automatically and apply fully toward a bachelor's degree curriculum. Provides that the Board of Higher Education shall develop statewide articulation maps ensuring full alignment among community college courses and university upper-division courses.

Prohibits a public university or State agency from circumventing or attempting to circumvent the Act through certain actions. Grants joint rulemaking authority to the Board of Higher Education and the Illinois Community College Board. Repeals the Act 5 years after the effective date of the Act. Re-referred to Rules Committee 3/27/26.

- **HB4726** - Amends Public Higher Ed Act - Public institution of higher education shall permit a student who is subject to a disciplinary proceeding to be assisted by an advocate of the student's choosing or, upon request, by an advocate provided by the public institution of higher education. Requires any written notice initiating a disciplinary proceeding to include a clear and conspicuous statement informing the student of the student's right to be assisted by an advocate. Provides that if a student does not have an advocate, the public institution of higher education shall make a reasonable effort to provide the student with access to an advocate. Provides that an advocate participating in a disciplinary proceeding shall receive training on the public institution of higher education's disciplinary procedures. Allows an advocate, with the consent of the student, to receive communications regarding the status of the disciplinary proceeding concurrently with the student and participate in meetings or hearings related to the disciplinary proceeding in a supportive capacity. Re-referred to Rules Committee 3/27/26.
- **HB4865** - Amends Public Higher Ed Act - Higher ed institutions provide fentanyl testing strips free of charge for students. Re-referred to Rules Committee 3/27/26.
- **HB4892** - Amends the State Universities Article of the Illinois Pension Code. Creates a deferred retirement option plan (DROP) for certain participating employees who are eligible to retire under the Article, have never received a retirement annuity from the System, and are active participants in the System. Provides that, during the period of the DROP, the System shall credit to a notional account on behalf of the DROP member an amount equal to the monthly amount of retirement annuity the DROP member would otherwise be eligible to receive had the DROP member retired on the date of the election. Provides that an eligible member may elect to participate in the DROP for a period not to exceed 5 years from the date of election. Requires a DROP member to terminate employment with the employer upon expiration of their participation in the DROP. Sets forth other provisions concerning interest on the account; termination of the DROP; contributions; administrative costs; transfer of administrative responsibility to the State Treasurer; and the tax-qualified status of the System. Re-referred to Rules Committee 3/27/26.
- **HB4990** - Amends Preventing Sexual Violence in Higher Education Act - Higher Ed institutions' policies must include sexual harassment, "confidential advisor" is separate from "complaint advisory" (unless complainant chooses otherwise), violations of Act are actionable in civil court, and sets forth the relief a prevailing survivor is entitled to. Passed House 4/17/26.
- **HB5037** - Creates the Fixing Illinois Higher Education Funding Act. Requires the Board of Higher Education to study the cost drivers of State universities and develop a comprehensive, 10-year plan to ensure the long-term performance and sustainability of higher education in the State that ensures funding supports education outcomes, assesses the affordability of higher education for students, and supports long-term economic and workforce development goals. Sets forth factors to be studied. Requires the Board to issue a report based on the findings of the study to the Governor and the General Assembly no

later than March 31, 2027. Re-referred to Rules Committee 3/27/26.

- **HB5501** - Creates the Public University Procurement Code. Sets forth procurement rules and procedures for public universities. Amends the Procurement Code to make conforming changes. Passed House 4/15/26, Senate Assignments Committee 4/16/26.
- **HB5502** - Amends the Higher Education Student Assistance Act with respect to the Illinois Veteran grant program. Provides that a grant recipient is not required to pay any tuition or mandatory fees while attending a State-controlled university or public community college in this State for a period that is based on the length of his or her active-duty service, as verified on his or her U.S. Department of Defense form DD-214, calculated at specified credit hour rates (rather than for a period that is equivalent to 4 years of full-time enrollment, including summer terms). Provides that a grant may be transferred to a qualified dependent beginning with the 2027-2028 academic year. Rules Committee 2/13/26.
- **SB3279** - amends Higher Ed Student Assistance Act re: IL Veteran grant program - Changes the definition of "qualified applicant" to include a person who, among satisfying other requirements, does not meet requirements regarding residency or public institution of higher education enrollment in the State, but (i) at least 12 months of his or her federal active duty took place in the State, (ii) he or she resided in the State for 2 years after leaving federal active duty service, and (iii) he or she now serves in a reserve component of the Armed Forces. Appropriations Education Committee 2/17/26.