



FEDERATION OF
HIGHER EDUCATION
FACULTY AND
PROFESSIONALS
AFT-IFT / AFL-CIO



ECCFA Senate Meeting
Wednesday, November 30, 2011
3:00 PM – 5:00 PM
UBC 103

Call to Order: Sarah Dye
Recognition of Visitors & Guests: Sarah Dye

Secretary's Report: Lori Clark
(November 16, 2011 Senate meeting minutes)

Treasurer's Report: Linda Hefferin
President's Report: Sarah Dye
1st Vice President's Report: Luis Martinez
2nd Vice President's Report: Dan Kocher
3rd Vice President's Report: Cassandra Watson

Committee Reports (written reports at end of agenda)

ECCFA Officers	Sarah Dye, Luis Martinez, Dan Kocher, Cassandra Watson, Lori Clark, Linda Hefferin
Academic Computing	Dan Kocher & Mary Peterhans
Academic Policy	Keith Lewis (sub/reporter) (Cindy Hutman & Jennifer McClure, Interim Chair & Vice Chair)
Achieving the Dream	Linda Hefferin & Sarah Dye
Alliance for College Readiness	Tina Ballard
Amendments	Dan Kocher
Assessment	Eric Long
Board of Trustees (BOT) Finance Committee	Linda Hefferin
CETL	Carlen Vire-Smith
Communication Liaison	Gary Christenson
Committee on Political Education (COPE)	Ron Kowalczyk
Curriculum	Joe Rosenfeld
Distance Learning	Billie Barnett
Equity Action	George Rosa & Sandi Brown
Elections	Bill Demaree
Faculty Development	Beth Santell
Faculty Association Volunteers (FAV)	Rick Bonnom
Global & International Studies Taskforce (GIST)	David Burke
Grievance	Howard Russo & Sue Ford
Honors	Johanna Cummings

Humanities Center	David Burke
Insurance	Lynn Ducar & Vicki Walker
Learning Communities	Colleen Stribling
Multicultural & Global Initiatives (MAGIC)	Kim Tarver & Clark Hallpike
Membership	Connie Orbeta
Negotiations	Luis Martinez
Scholarship	Bev Augustine
Sentinel	Bill Demaree
Sick Bank	Ellie Swanson
Social Media	Jessica Carpenter
Strategic Planning	Liz McNulty & Sumitra Duggirala
Webmaster	Tammy Ray

Special Orders

Approval of committee members (could be treated as Consent Agenda)

FT Math Search Committee (James McGee, Chair): Lauren Anderko; Nicole Scherger, Naima Bahaji; Abraham Martinez-Cruz (MAGIC rep)

Election of new ECCFA Secretary

COPE

Old Business

1. **Abbreviated Senate Minutes issue** (Sarah Dye)
2. **Update on Tenure & Evaluation Handbook Committee Negotiation** (Gary Norden, Dave Zacker, Luis Martinez)
3. **Distribution of contracts** (Sarah Dye)
4. **ECCFA annual NIFB Drive for December** (Rick Bonnom)
5. **End of the Semester Party** (Armando Trejo & Susan Ford)

New Business

- **Report on 457b meeting with HR on 11/30/11** (Clark Hallpike & Howard Russo)

Division Issues

Adjournment

Written Reports for November 30, 2011 Officers' Reports

Secretary's Report:

Lori Clark

Minutes for November 16, 2011, meeting sent to Senators by separate email

Treasurer's Report:

Linda Hefferin

Treasurer's report attached to end of agenda (at the meeting)

President's Report:

Sarah Dye

Sent 2 get well cards and 1 baby congrats card to faculty members by snail mail.

Response from Paul Dawson about concern raised about screen in new HP Sciences Bldg. during Senate tour:

I know there was a question raised in the Faculty senate tour of the HLSB regarding a potential conflict with the pendant light fixtures and the projection screen. Please be advised that the projection screens have a blacked off area of approximately 18" at the top to negate this problem. The 18" clears the pendant light conflict. This allows the projector to shine more in a flat plane that also increases its clarity.

Response from Asst VP for TLSD Marcy Thompson re: 2013-14 Academic Calendar:

In response to the ECCFA's requests regarding the 2013-14 Academic Calendar please see below:

1. Additional days off is a contractual issue for SSECCA and needs to be negotiated.
2. Term length is not by the number of weeks, but number of days as stated in 4.16 in Faculty Contract.
3. Spring Break is scheduled the last week of March. Because we develop the calendar three years in advance and school districts typically approve one year in advance, there is no deliberate coordination with any school district.

A Reminder concerning faculty and programs moving to new offices and buildings from Ms. Konny's office:

Please be aware that non-ECC employees are not allowed to assist with the upcoming moves due to the risk of personal injuries and/or breakage of personal belongings.

A Reminder from Tammy Few, Interim Chief Human Resources Officer:

As you know, pursuant to Article 6.17 (FT) and Article 8.8.3 (UAF), *"Lane change activities completed by December 31, and documented no later than February 15, shall be awarded on the salary schedule for that calendar year."*

However, due to some confusion surrounding deadlines for submission of official transcripts for lane movement this past spring

during negotiations, the Board has decided to allow an extension for submission of official transcripts to eligible ECCFA members according to the criteria and procedures outlined in the Faculty Development Handbook.

If you completed coursework by December 31, 2010, you have until December 31, 2011 to submit your official transcripts. Your pay will be retroactive to January 1, 2011. An official transcript is one that has been delivered unopened directly from the issuing institution. It must bear the institution's seal, appropriate signature and date. We also accept hand-delivered transcripts if they are delivered unopened in the original envelope and encrypted electronic transcripts. Transcripts received by any other method (photocopy, fax, etc.) are considered unofficial. Please contact Kathryn Skates in Human Resources, SRC 231B, x7402 to determine if your official transcripts have been received.

Reminder from Registrar Jennifer McClure:

This is a reminder that final grades for 2011FA are due **no later than Monday, December 19 before 8 a.m.** **As soon as you are ready to enter your final grades for 2011FA you may begin doing so.** The grade submission procedure can be found from the Grading link under Faculty Information at www.elgin.edu/portal . After the deadline grade change forms will be required. The recommended 120 day date for Incompletes is 4/16/12. Grades are verified each business day, so students can generally view them within 24 hours of being entered into the system. Please remember that a W cannot be entered as a final grade for students still enrolled.

We will be closing the online grading at 8 a.m. on Monday, December 19 in order to run final grade reports, Standards of Academic Progress (SOAP), Satisfactory Academic Progress (financial aid), prerequisite checks for spring, and certifying graduates all of which are dependent on grades being entered on time. We appreciate your cooperation.

If you have any questions please contact Elaine Kolasa, records-grades specialist at 847.214.7430 or via email at ekolasa@elgin.edu. Her hours are 9:00 am -3:00 pm on M, W, TH, F and 1:00-7 p.m. on Tuesdays.

1st Vice President's Report:

Luis Martinez

No report

2nd Vice President's Report:

Dan Kocher

No report

3rd Vice President's Report:

Cassandra Watson (our new momma!)

No report

Committee Reports

Academic Policy:

Keith Lewis (& Jennifer McClure)

No report

Academic Technology:

Dan Kocher & Mary Peterhans

No report

Achieving the Dream:

Linda Hefferin & Sarah Dye

BOT Report submitted by Phil Garber:

The Developmental Education workgroup, chaired by professors Carol Szabo and Mary Ann Tuerk, hosted an event called *The Developmental Education Report Card* on Wednesday, November 9th in the UBC dining room. Forty-one (41) individuals attended, representing faculty, administration and support staff, as well as Dr. Sam (President) and Mr. Dalton (Board). Professors Szabo and Tuerk provided an overview of current strategies on student success both within and outside of the AtD framework. Outside of AtD, updates were provided on retention alert (Early Alert), ECC's financial literacy program (Financial \$marts), and current bridge programs involving Adult Basic Education students into college-level career courses.

Within AtD, presentations were provided from the Equity Action Team, Emerging Scholars (academic advising), and faculty involved in research on student success courses (which includes the College 101 course and success courses in other disciplines). Within the Developmental Education workgroup, presentations focused on math curriculum redesign; MyMathTest preparation and current and future protocols for COMPASS math placement; an update on writing and reading labs; reading curriculum development; an update on efforts at supplemental instruction; and a review of performance and attitudinal data from students who have been served by these efforts.

The successful event concluded with brainstorming session and beginning prioritization on future ideas, which will serve the AtD leader co-chairs when proposing strategies for the upcoming FY2013 budget year. A second event is planned for February 2012, in which the college welcomes Dr. Julie Phelps, math faculty and AtD leader, from Valencia Community College.

On a related note, AtD interventions and measures will be featured prominently in the institutional goals and objectives of the college's next strategic plan. The Strategic Planning Committee has resumed its meetings, with an aim of crafting a new multi-year plan for the college (currently slated for FY2013 to FY2017) by the end of the spring 2012 term. Several AtD co-chairs, data liaisons and steering committee members are represented on the planning committee.

Alliance for College Readiness:

Tina Ballard (sub for Alison Douglas)

The College Alliance teams continue to meet monthly. The Math team is working on developing a high school course for seniors to help refresh math skills. The Reading team is working to develop a survey for K-16 instructors to identify what reading skills are needed for each are and what the needs are for content area teachers. The goal is to take the information from the survey and develop professional development

opportunities for teachers. The Science/STEM team will be bringing in a speaker for their December meeting. The Writing team is working to develop a workshop for high school seniors that will help them understand what the placement test is and what they can do to be successful on it.

We have a wonderful group of faculty involved, but would love to have others join us. Please contact Tina Ballard if you are interested in joining our team meetings!

Amendments:

Dan Kocher

No report

Assessment Committee:

Eric Long

No report

BOT Finance Committee:

Linda Hefferin

No report

CETL Workshops:

Carlen Vire-Smith

Using Google Tools

Presenters: Tammy Ray

CFD 210-301 Wednesday, November 30, 2011, 6:00 p.m. – 8:00 p.m.
(ICT 128)

Faculty Success Series – Session #6 How Reflection Can Enhance the Art of Teaching

Presenters: Glenn Earl, Polly Nash, and Kim Tarver

CFD 501-308 Friday, December 2, 2011, 9 a.m. - Noon (Room change to SRC 320)

* A continental breakfast provided

Please register for the above CETL workshops via AccessECC

(www.elgin.edu/accessecc)

D2L OPEN LAB (* No Reservation Required)

Have a question or need help with setting up your course in D2L? Stop by to get one-on-one assistance (w/Tammy Ray and Terrance Stanton)

Friday, December 9, 2011, 9:00 a.m. – Noon (ICT 202)

Communication Liaison:

Gary Christenson

No report

COPE:

Ron Kowalczyk

No report

Curriculum:

Joe Rosenfeld

No report

Distance Learning:

Billie Barnett

SAVE THE DATE!

Friday, March 2, 2012 Distance Learning Conference:
"Enriching Learning Environments with Technology"
8:00 A.M. – 2:30 P.M. - UBC
We Need Your Proposal and Your Support!
Questions? Contact Billie Barnett, bbarnett@elgin.edu, 847-214-7945

Elections:

Bill Demaree

No report

Equity Action:

George Rosa & Sandi Brown

Our October 28th "Importance of Cultural Competency at ECC" session was a success, our November 18th session was FULL however, there is still an opportunity to join us on Friday, December 2nd for the last workshop this year (2011). We will begin offering more sessions after the New Year for anyone that has not been able to attend the previous workshops. For more details about the December 2nd workshop, please George or Sandi.

Registration email: ECCEquityAction@elgin.edu

Faculty Development:

Beth Santell

Progress is being made on the Faculty Development Handbook. We hope to have it to Dr. Sam by mid-December.

FAVs

Rick Bonnom

No report

GIST:

David Burke

No report

Grievance:

Howard Russo & Sue Ford

No report

Honors:

Johanna Cummings

The Honors Committee is currently accepting proposals for new courses for fall 2012. We are also drafting a five-year plan, and we are formalizing our bylaws/rules for operation. Our next meeting is December 12 at 3 p.m.

Humanities Center:

David Burke

No report

IFT Community College Council

Susan Ford, ECCFA representative

The CCC met on November 18 and 19 in Oakbrook and Westmont for a series of meetings as part of the IFT Higher Education Constituency Council. During the various meetings, two principle topics of concern were discussed.

SB 512—the bill in the Illinois senate that would significantly alter our SURS pension plan payments and benefits. And, most importantly, the provisions in it will not eliminate the funding problem. So far the bill has not been called for a vote by the General Assembly because there is not enough support to pass it—elections are coming. Governor Quinn will not sign a bill that is unconstitutional.

The IFT believes that the mobilization of members, their families and friends, through phone calls and emails to our representatives in Springfield played a major role in the fact that it was not called for a vote in the recent Veto Session. Our leadership warns that this fight is not over. We shall be called upon again to remind our state representatives that this bill does not present a fair and reasonable plan to solve the pension issue.

They were also urging those present to come up with ideas we can offer to the state rather than continuing to “just say no” to various proposals from lawmakers and business groups. This received a mixed response from those present. Many believe we should just say no because the financial difficulties the state is having is not of our doing. Others did have ideas that may “fix” the problem, for example modifying the RAMP formula, but those ideas are summarily rejected by primarily Republican lawmakers.

Talks continue and information will be posted on Leadernet (IFT Website) and through our email.

The second issue is Performance Based Funding—retention and completion percentages will/may affect state funding to colleges and universities. So far, no actual funding, or lack thereof, has been tied to this new law--yet. A committee of IBHE has been working on principles and metrics to present to the legislature to implement the new law.

Illinois Community College System Performance Based Funding Principles and Metrics

The Illinois community college system has adopted five guiding principles for performance based funding.

1. Performance based funding is not about money, but about performance. However, performance based funding, when tried in other states, has been most successful when the state added funding to the budget for performance incentives. All higher education leaders are pledged to the success of performance based funding; and therefore, the needed new funds must be added to the FY2013 budget.
2. Universities and community college should have separate funding and metrics for the performance initiative. Dr. George Reid has stated at many public meetings that performance funding would recognize the different missions of Illinois' four-year universities, research universities, and two-year public community colleges.
3. Community colleges should not compete against each other for their performance based funds. The 39 community colleges differ widely in available resources per student, diversity, and student

- academic preparedness prior to enrollment, as well as in the characteristics, socio-economic status, and labor markets of the districts they serve.
4. To determine performance within specific metrics, each district will be measured against changes from year to year to establish district performance. That performance increase or decrease should not be compared to other districts statewide to allocate funds. Performance based funding is about enhancing the performance of each college.
 5. If no new state funds are appropriated for performance, the community college system believes that performance metrics should be implemented without financial impact.

The six community college performance measures are:

1. **Degree and Certificate Completion:** Students completing a degree or certificate.
2. **Degree and Certificate Completion of “At Risk” students:** The community college system, for this metric, is defining “At risk” students as those who are academically or financially at risk of not achieving their educational goals. The metric will measure student completion for students receiving a Pell grant and/or students who were enrolled in remedial education.
3. **Transfer to a four year institution:** Full-time and part-time students who transfer to another institution of higher education within three years for full-time students and five years for part-time students.
4. **Remedial and Adult Education Advancement:** Remedial students who advance to college-level courses and adult education students who advance to remedial or college-level courses.
5. **Momentum Points:** First-time/part-time students completing 12 credit hours, first-time/full-time students completing 24 hours in the first year, and adult education students moving a “grade” level based on pre- and post-test performance. For purposes of this metric, completion of remedial courses is included and adult education grade levels are based on NRS standards.

The IFT, and those present at the meetings, noted that quite a few variables are not addressed in the above document all of which would skew the data collected for measurement—student intent/goal, broader demographic for ethnicity and “at risk” students, traditional students (recent high school graduates) vs returning adult students (25 and older), first generation and ESL students, university transfer students in the summer—and there is no measure of student satisfaction. Such measurements must accurately reflect the mission and culture of each institution. Ultimately, it is another unfunded mandate that drains college resources with no promise of remuneration.

Insurance:

Lynn Ducar & Vicki Walker

Meeting scheduled for 11/22/11 postponed

Learning Communities (Steering): Colleen Stribling

The steering committee met on November 15th. The committee

discussed a number of professional development opportunities including Delta College's online graduate course on Learning Community Pedagogy. A sub-committee has been established to create a handbook for new instructors. New teams will work through this material at a workshop at the start of the spring semester.

A meeting is set for December 7th for all instructors who have participated in a learning community in the fall semester. This meeting will give instructors an opportunity to reflect on the semester and to share their results. The meeting will also highlight further professional development opportunities.

The deadline for fall proposals for new learning communities is December 16th. For a listing of pairings, see www.elgin.edu/learningcommunity .

MAGIC: **Kim Tarver & Clark Hallpike**
No report

Negotiations: **Luis Martinez**
No report

Scholarship: **Bev Augustine**
No report

Membership: **Connie Orbeta (as of 11/30/11)**

Full time faculty 100%	(18 non-members)
143 Members	212 eligible
143 eligible	INAs
UA1s 52% (Spring 2011 - 61%)	14
89 Members	3 Members
(83 non-members)	Total signed members 426
172 eligible	(Spring 2011 – 430 members)
UA2s 91% (Spring 2011 - 89%)	Total 527 - Faculty eligible
194 Members	

Sentinel: **Bill Demaree**

Sentinel Dates for 2011-2012

Due Date	Publication Date
Fri., 9 Dec. 2011	Tues., 13 Dec. 2011
Mon., 13 Feb. 2012	Wed., 15 Feb. 2012
Mon., 12 March 2012	Thurs., 15 March 2012
Thurs., 12 April 2012	Mon., 16 April 2012
Thurs., 10 May 2012	Mon., 14 May 2012

Sick Bank: **Ellie Swanson**
No report

Social Media **Jessica Carpenter**
Major topics covered recently are SB512 (it's back) and Dan Kernler's informational sessions on the salary schedule. There have also been informational posts about ECCFA meetings (including a blurb on John

Dalton coming to the last one), the fitness center, Microsoft media at home, the D2L Newsletter, the clothesline project, and the time change as well as several congratulatory posts about ECCFA members. Monthly active users remain at about 350 people.

Strategic Planning Committee: **Elizabeth McNulty**
No report

Webmaster: **Tammy Ray**
No report

Working Relations Task Force **Mary Arndt, Elizabeth Becker, John Slawson, Rachael Tecza**

Attachments to the electronic copy of Senate agenda or handouts available at the Senate meeting on Wednesday:

- 1. Treasurer's report**