



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



ECCFA Senate Meeting
Wednesday, October 19, 2011
3:00 PM – 5:00 PM
UBC 103

Call to Order (at 3:00 PM): Sarah Dye

Recognition of Visitors & Guests: Sarah Dye

1. Marcy Thompson, Asst. VP of TLSD (Convocation, January 2012)
2. Kim Tarver; George Rosa Katie Storey; Nancy Alanis, (Embracing Cultures on Campus: 2 activities: Multicultural Lock-In and Conference)

Secretary's Report: Lori Clark
(October 5, 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	Alison Douglas
Amendments	Dan Kocher
Assessment	Eric Long
Board of Trustees (BOT) Finance Committee	Linda Hefferin
Communication Liaison	Gary Christenson
Committee on Political Education (COPE)	Ron Kowalczyk
Curriculum	Joe Rosenfeld
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 & Phil Garber
Webmaster	Tammy Ray

Special Orders

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

1. **Search committee for the part-time position International Student Specialist/Homestay Coordinator (Chair: Lauren Nehlsen):** Patti Jachowicz
2. **Tenure Committee for Kevin Hunt (Graphic Arts – fulltime temporary position) (Dean Mary Hatch):** Tim Kaar (Instructional Coordinator); Connie Orbeta; Tina Leverenzi
3. **IFT ULI:** Kim Tarver (Union Leadership Skills)

COPE

Old Business

1. Update on Telecourses
2. Senate Minutes: response to Lori Clark from Tammy Ray, Webmaster concerning password protecting the minutes on ECCFA website (“It is possible for me to password protect the minutes, if I post them as PDF files. I don’t think we want to password protect the entire site. However, for what it’s worth, I think that our minutes should be public record. We can certainly use discretion in what we include in minutes, and if there is a private matter to be discussed, can’t the senate go into executive session? In which case a separate set of minutes would be recorded and not made public.”)
3. Reminder: ***Senators: If not done already, please bring your \$20 to give to Dave Lawrence to help support the cost of treats at the Senate meeting for the 2011-2012 academic year.***

New Business

Division Issues

Adjournment

Written Reports for October 19, 2011

Officers' Reports

Secretary's Report:

Lori Clark

Minutes for October 5, 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

Congratulations to our colleagues just approved for tenure which is official on Opening Day in January:

- Colleen Stribling, Instructor of English as a Second Language
- Marge Schildknecht, Librarian
- Sharon Baker, Assistant Professor I of Psychology
- Lori Clark, Instructor of English
- Lisa McCarthy-West, Instructor of Nursing

From Karin Stacey, Academic Computing: The **new** distribution location for the Microsoft Office Work-at-Home media is the Bookstore and is now available to Elgin Community College employees with full and part-time status (all employees with Contingent, Seasonal, Student Worker, Temporary or Tutor status are excluded from this Microsoft licensing agreement).

The procedures to obtain your Work-at-Home media will stay the same; the Work at Home Acceptance Form can be found on eNet under IT's [Dept. Home » IT Forms](#) or [Forms Home » By Department » Information Technology Forms](#) » [Work at Home Acceptance Form for Microsoft Office Suite](#).

As a reminder, forms being submitted via interoffice mail will not be accepted nor will media be mailed out. Each person must complete and then submit the form in person to Bookstore cashiers. In addition, you may not submit the form or pickup media for other employees.

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

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

ECC's national *Achieving the Dream* (AtD) coaches were on campus Thursday, October 6 and Friday, October 7. This visit was part of their bi-annual visit to check on past progress of ECC's work groups as well as receive an update on major student success initiatives currently underway.

Chaired by Roger Ramey and Sara Baker, the Student Success Courses workgroup shared information on types of student success credit classes currently available at ECC. A comparison chart was presented showing all student success course descriptions, outcomes, prerequisites (if any), required materials, credit hours, division location, and transferability (if applicable). Next is a mapping of these courses and examination of their relationship to COL 101.

The Developmental Education workgroup, chaired by Carol Szabo and MaryAnn Tuerk, reported on math curriculum redesign as well as math review flyers which are being shared with feeder high schools. Current plans involve investigation of writing labs, reading curriculum development, supplemental instruction, and an upcoming campus event titled "Developmental Education Report Card," planned for November 9. Various ECC constituents will be invited to attend this meeting.

Our coaches, Dr. Linda Watkins and Dr. Luzelma Canales, moderated a lunch-time discussion of "Scaling Community College Interventions." Over 70 faculty, staff, and administrators participated in this activity where we asked which of our interventions are scalable and of high intensity.

The Emerging Scholars Workgroup, chaired by Manny Salgado and Carol Cowles, provided an update on their initiative. The target population for this workgroup is students who place two levels below college-level courses (110 students, 50 percent new students). The AtD coaches recommended mapping out an engagement pathway for students involving connection/entry/progress/completion/transfer. In addition, this workgroup will continue to engage cross-divisional faculty and staff and scale up the program beyond one term.

Members of the Review Team (made up of faculty, staff, and administrators) also met with our AtD coaches. The Review Team provides an "outside" critical reflection on the design, feasibility, and results of student success interventions. The Review Team also connects student success interventions with the College's strategic goals and objectives. The coaches complimented us on using this type of review process for campus initiatives.

Paula Amenta and Jeff Julian discussed various marketing and

communications efforts which publicize student success. Overall, the consensus was that we are doing much more internally and externally to communicate our successes than we give ourselves credit for doing. Yet we all agreed that we still want to improve in getting the message out about AtD:-Student Success, especially internally.

The Equity Action Workgroup, chaired by George Rosa and Sandi Brown, stated it has submitted a proposal to present at the national AtD Strategy Institute, which will be held in February 2012. The workgroup has facilitated seven cultural competency workshops since May and four additional workshops are scheduled before the end of the fall semester. Train-the-trainer workshops are also being offered, so that members of the ECC community can conduct future workshops. A campus event for students is being planned for spring 2012.

All workgroup co-chairs, along with the AtD Leader Co-chairs (Sarah Dye, Phil Garber, Linda Hefferin, and Marcy Thompson), met to revise the workgroup posters which are used to communicate ECC's major AtD student success initiatives.

The coaches' visit ended with a de-brief meeting with Dr. Sam on their observations during their time at ECC. Our coaches will next visit ECC in April 2012. From Linda Hefferin, AtD Lead Co-chair

Alliance for College Readiness:

Tina Ballard (sub for Alison Douglas)

1. Our Alliance meeting kick off broke the previous attendance record with 110 people attending.
2. The ELL team is newly formed and will be meeting for the first time on November 15th.
3. The math, science (STEM), reading, writing, and parent advisory teams are now meeting regularly.

Amendments:

Dan Kocher

No report

Assessment Committee:

Eric Long

No report

BOT Finance Committee:

Linda Hefferin

No report

Communication Liaison:

Gary Christenson

Dr. George Hernandez of Rock Valley Community College contacted me regarding union communications. He stated that he's presently a member of the faculty negotiating team at Rock Valley and had been told that the Elgin faculty was experienced in communication during negotiations. Rock Valley is now entering contract talks. I've been in contact with him and have presented some ideas of what has helped us in the past, including the use of media releases, blogs and social media.

COPE: **Ron Kowalczyk**
No report

Curriculum: **Joe Rosenfeld**
No report

Elections: **Bill Demaree**
No report

Faculty Development: **Beth Santell**
No report

FAVs **Rick Bonnom**
No report

GIST: **David Burke**
No report

Grievance: **Howard Russo & Sue Ford**

The Grievance Committee determined that one of the potential grievances could not be filed for lack of a viable remedy. We have informed the ECCFA member in writing.

Grievance number1 is partially settled. The mid-term negotiations will complete that settlement. The mid-terms will also resolve another grievance (#4) that was handled informally (without filing). Both involve Opening Day issues.

We anticipate hearing from HR soon about numbers 2 and 3. There is only one week left on the timeline for each of them.

Grievance number 5 will not be filed. It was resolved without our direct intervention.

We have heard that there have been meetings about numbers 6, 7, and 8, but have no report from those attending the meetings. (None of the elected Grievance Committee members were included in those meeting.)

An issue involving UAF lane placement and retroactive pay has been partially settled. We are hoping to meet with HR to finalize that resolution.

A couple of faculty members have asked again about filing a grievance regarding the lack of the existence of a 457(b) Plan. Because, when negotiations finished, we knew there may not be such a plan in place before January, 2012, we cannot file a grievance. It would not be in good faith to do so. However, now that the new Director of Benefits is on campus, and Sharon Konny and Howard Owens (Interim Chief of HR) assured us in writing that it would be that person's priority to get a plan in

place, we will press that that assurance be met. We do know that if a plan can be in place before the end of the calendar year, those wanting and able to make contributions for 2011 could do so.

Honors:

Johanna Cummings

The Honors Committee met on October 10th to begin discussion of program assessment. The spring 2012 schedule is now available, and the call for fall 2012 proposals will be forthcoming. Reminder: Pizza with the Professor is October 24th from 11:30-1:30 in the Community Room. Faculty interested in teaching honors courses are encouraged to attend.

Humanities Center:

David Burke

No report

Insurance:

Lynn Ducar & Vicki Walker

No report

Learning Communities (Steering): Colleen Stribling

No report

MAGIC:

Kim Tarver & Clark Hallpike

1. Dr. Sharon Baker conducted a workshop on September 19 for MAGIC Members titled, "Ouch, That Hurts!" based on the book of the same title by Leslie C. Aguilar.
1. MAGIC hosted its first discussion of the book "Affirmative Action" by Tim Wise. Participant led study will be conducted throughout the semester. The next meeting, October 17 will focus on the topic of reverse discrimination.
2. MAGIC is supporting and/or providing the following experiences during the remainder of the semester-
 - a. Dinner Dialogue-The Color of Fear- Thursday, October 20
Volunteer Facilitators needed (CETL)
 - b. Writer's Center- Ariel Luckey, Free Land- November 15
 - c. Embracing Culture's on Campus- a group dedicated to providing a multicultural lock-in and a diversity conference in spring, 2012
3. MAGIC is exploring the following activities and seeking co-sponsorship with student groups-
 - a. Film- Abused, The Postville Raids
 - b. Frederick Gooding- The Minority Reporter
 - c. Exploring development of a learning activity for student leaders
4. MAGIC is anticipating a board report & presentation in December

5. A few members of MAGIC are attending the National Association for Multicultural Education Conference in Chicago this November.
6. Spring Activities being planned thus far-
 - a. Bam! (during Black History Month)
 - b. Dinner Dialogue (film/topic to be announced)
 - c. Chinese American Heritage Month- Battle Hymn of Tiger Mother (Dr. Baker)
 - d. The Impact of a Trip to China (Joyce Fountain & Clark Hallpike)
 - e. MAGIC is involved with Student Life Multicultural Lock-In in February and Embracing Culture's on Campus Diversity Conference in April.

Membership:

Connie Orbeta (as of 9/19/11)

Full time faculty 100%

143 Members
 143 eligible
UA1s 52% (Spring 2011 - 61%)
 89 Members
 (83 non-members)
 172 eligible
UA2s 91% (Spring 2011 - 89%)
 194 Members

(18 non-members)
 212 eligible
INAs
 14
 3 Members
Total signed members 426
 (Spring 2011 – 430 members)
 Total 527 - Faculty eligible

Negotiations:

Luis Martinez
 No report

Scholarship:

Bev Augustine
 No report

Sentinel:

Bill Demaree

Sentinel Dates for 2011-2012

Due Date	Publication Date
Fri., 11 Nov. 2011	Tues., 15 Nov. 2011
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
 Over the last two weeks I covered college night, shared several posts from the AFT, mentioned the newly tenured faculty (Congrats to Colleen

Stribling, Marge Schildknecht, Sharon Baker, Lori Clark and Lisa McCarthy-West), posted a story on John Dalton running for a judge seat, shared information on Dan's salary schedule meetings and highlighted the Microsoft Office benefit. In the weeks of 10/4 and 10/10 active users increased with 318 on 10/4 and 348 on 10/10.

Strategic Planning Committee: Elizabeth McNulty

At the October 14 meeting, Phil Garber outlined the committee's schedule for the year. During the coming month, committee members will review literature, particularly performance reports, in order to get ideas to include in the FY13-17 Strategic Plan. The November meeting will be devoted to a close review of the current plan's twelve goals and their respective objectives. The Committee goal is to have the first draft of a new four-year Strategic Plan by January 2012.

The FY10-12 Strategic Plan is available on *e-Net* under Institutional Data. Faculty members who have suggestions for the new plan can contact Phil Garber or one of the faculty committee members: Sumitra Duggirala, Linda Hefferin, David Reich, and Liz McNulty.

Webmaster:

Tammy Ray

The ECCFA Website has been redesigned. I hope that members find the site to be more helpful than ever, both in content and ease of navigation. Apparent on first glance is that feeds have been added to the site so visitors can see the most recent posts on our Facebook page and blog. Of course, you can also find the features you've come to expect, such as a listing of officers and senators, minutes of Senate meetings, and the ECCFA Contract. New information will be added to the site often, so visit it routinely, at <http://eccfaculty.org>, to find out what's going on in your union.

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**
- 2. Contract Training Flyer**