



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



**ECCFA Senate Meeting**  
**Wednesday, September 21, 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. Jennifer McClure (Roll-out of AccessECC)
2. Dr. David Sam (Address to Senate)
3. John Slawson, Rachael Tecza, Mary Arndt, Elizabeth Becker (Update from the ECCFA Relationship Committee)

**Secretary's Report:**

Lori Clark

(September 8, 2011 Senate meeting minutes)

Motion to be made by a senator to rescind or amend the previously adopted minutes of August 24, 2011

**Treasurer's Report:**

Linda Hefferin

**President's Report:**

Sarah Dye

**1<sup>st</sup> Vice President's Report:**

Luis Martinez

**2<sup>nd</sup> Vice President's Report:**

Dan Kocher

**3<sup>rd</sup> 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	Alison Douglas
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. **GIST (David Burke, Chair):** Kim Tarver (replacing Joyce Fountain)
2. **Tenure Committees**

Faculty Member	Tenure Committee Members
Deterding, Chalyce (MTH)	Coordinator: Anderko, Lauren or Kernler, Dan
	Faculty choice: Nicole Scherger
	Dean's choice: Moushon, Catherine
Whitzitt, Janet (BIO)	Coordinator: Donna Garcia
	Faculty choice: Elizabeth Becker
	Dean's choice: Qasmieh, Hani
Ellsworth, Jennifer (BIO)	Coordinator: Vogt, Fred
	Faculty choice: Donna Garcia
	Dean's choice: Martinez, Luiz
Aleman, Josefana (SPN)	Coordinator: Martinez-Cruz, Abraham
	Faculty choice: Luiz Martinez
	Dean's choice: Tim Kaar
Boukhalifa, Chrystie (CUL)	Coordinator: Russell, Jill
	Faculty choice: Stephanie Johnson
	Dean's choice: Heidi Eaton

***FACULTY VOLUNTEERS SOUGHT: please contact Sarah Dye to volunteer for anyone of the following committees.***

***Senators need to help seek faculty to serve in the following committees or positions:***

3. Distance Education Drive-in Conference in March (Tim Moore, Chair): ***position still to be filled***
4. ECC Review Team (Phil Garber, Chair): ***position still to be filled*** (replacement for Candy Moore)
5. Study Abroad & Faculty Exchange subcommittee of GIST (Lauren Nehlsen, Chair): ***position still to be filled*** (replacement for Manuel Salgado)

#### **COPE**

**Motion to direct COPE Chair and Treasurer to seek refund of political contribution (See rationale later in the agenda under Committee Reports)**

#### **Old Business**

#### **New Business**

1. **MAGIC Diversity Conference: request for Senate endorsement and perhaps donation (explanation and appeal by Kim Tarver) (See rationale later in the agenda under Committee Reports) [Background: MAGIC, Student Life and GIST have already given \$5000, goal = \$13000].]**
2. **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.***

#### **Division Issues**

#### **Adjournment**

## Written Reports for September 21, 2011

### Officers' Reports

**Secretary's Report:**

**Lori Clark**

Minutes for September 8, 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**

At Senate's request, I met with Sharon Konny concerning getting faculty/ staff parking areas back again. I have been told that faculty/staff parking areas will be designated as the construction is wrapped up. I asked for that to be done by the beginning of SP2012 and VP Konny said the college would do its best to meet that deadline. Currently there are designated parking areas behind the new MPC building, behind HBT, and behind ITR. The new spaces will be similar in that they will be three or so rows but not a whole area devoted to faculty/staff parking as we used to have. I also brought this to Dr. Sam's attention.

Marcia Luptak is working with VP Konny to investigate the storage space for adjunct faculty in MPC. This came out of a request by an adjunct to spend Professional Expense money on a home file cabinet, a request which was denied by HR.

In response to a question from a senator, I spoke to our webmaster. The revised ECCFA website is close to being released, but Tammy is waiting on materials from some officers and committee chairs before we will have access to it. Please get that material to her as soon as possible.

**1<sup>st</sup> Vice President's Report:**

**Luis Martinez**

Along with Armando Trejo and Howard Russo, we have been looking into a case of Librarians and Counselors being requested to submit timesheets via e-times on a weekly basis. We are looking into this within the context of the contract, to make sure no violation of it is taking place.

**2<sup>nd</sup> Vice President's Report:**

**Dan Kocher**

No report

**3<sup>rd</sup> Vice President's Report:**

**Cassandra Watson**

No report

### Committee Reports

**Academic Policy:**

**Keith Lewis (& Jennifer McClure)**

The Academic Policy Committee has not met since the last Senate meeting, so there is "No Report" to be submitted.

**Academic Technology:**

**Dan Kocher & Mary Peterhans**

No report

**Achieving the Dream:**

**Linda Hefferin & Sarah Dye**

**From Rose DiGerlando, VP for TLSD: Campus Discussion and Lunch on October 6, 2011 Noon to 2:00pm Location: TBD**

The college community is invited to participate in an informal lunch discussion on ***Scaling Community College Interventions***, a practical guide recently released by our partners at Achieving the Dream and Public Agenda. This publication describes some of the opportunities and challenges to building and sustaining interventions and provides practical advice and critical questions to guide implementation.

Our moderators for this important discussion will be Achieving the Dream coaches, Dr. Linda Watkins and Dr. Luzelma Canales, who have been working with ECC for the past two years to design, evaluate, scale and improve strategies related to our student success goals of the ***ECC Strategic Plan***.

All are encouraged to attend. Reservations are required. Lunch will be provided. Please **RSVP no later than Friday, September 23 to [khinrichs@elgin.edu](mailto:khinrichs@elgin.edu)**.

**Alliance for College Readiness:**

**Alison Douglas**

No report

**Amendments:**

**Dan Kocher**

No report

**Assessment Committee:**

**Eric Long**

No Report

**BOT Finance Committee:**

**Linda Hefferin**

Dates and agenda items for the 2011/2012 Finance Committee were presented: October 5, 2011, at 8:30 a.m.; December 12, 2011, 2 p.m.; March 12, 2012, at 2 p.m.; and May 7, 2012, at 2 p.m. Meetings are typically held in UBC 103 unless there is a room conflict.

**Communication Liaison:**

**Gary Christenson**

No report

**COPE:**

**Ron Kowalczyk**

It has been brought to our attention that ECCFA COPE's donation to the political campaign of Robin Lisboa may have gone unused during the campaign. (See campaign finance documents at <http://www.elections.il.gov/CampaignDisclosure/CommitteeDetail.aspx?id=23620>). On page 2 of the D-1 form, in answer to the statement concerning the "disposition of residual funds in the event of dissolution or termination of the committee," Ms. Lisboa has checked the box that states, "return to contributors in amounts not to exceed their individual contributions." It would appear that the committee has been dissolved and/or terminated and it has been suggested by one of our members that ECCFA would not be remiss to ask for the return of approximately \$4300.

**Curriculum:**

**Joe Rosenfeld**

The Curriculum Committee has not met since the last report. The Chair met with members of the review team to discuss philosophical and procedural matters. A number of ideas were proposed with the intent of increasing transparency and inquiry within the committee members and the review team, while at the same time maintaining efficiency. As these ideas mature they will be discussed in future reports.

**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**

No report

**Honors:**

**Johanna Cummings**

No report

**Humanities Center:**

**David Burke**

No report

**Insurance:**

**Lynn Ducar & Vicki Walker**

No report

**Learning Communities (Steering): Alison Douglas**

No report

**MAGIC:**

**Kim Tarver & Clark Hallpike**

1. Fall Meeting Schedule- MAGIC will meet in ICT 203- 8/29, 9/19, 10/3, 10/17, 11/7, 11/21, 12/5
2. MAGIC has partnered with Student Life to form a campus wide coalition to host a diversity conference. MAGIC and Student Life are recruiting groups across campus to endorse and fund the event. Event date- April 19, 2011 Speaker- Lee Mun Wah
3. MAGIC Meeting Learning Experiences will follow the text, "Affirmative Action" by Tim Wise. Participant led study will be conducted throughout the semester.
4. MAGIC Search Committee Rep Training- Dr. Sharon Baker will conduct a workshop for MAGIC Members willing to serve on search committees on September 19.
5. MAGIC is supporting and/or providing the following experiences-
  - a. Latino Heritage Month: Alina Fernandez- Tuesday, September 20 ATC Auditorium, 11:00 to 1:00
  - b. Latino Heritage Month: Projecto 7- Thursday, September 22 The Hub, 6:00
  - c. Dinner Dialogue-The Color of Fear- Thursday, October 20 Volunteer Facilitators needed (CETL)
  - d. Writer's Center- Ariel Luckey, Free Land- November 15
  - e. The Glass Castle (October 1)
6. MAGIC is exploring the following activities and seeking co-sponsorship with student groups
  - a. Film- Abused, The Postville Raids (OLAS, Amnesty International)
  - b. Frederick Gooding- The Minority Reporter (Black History Month)
7. MAGIC- board report and newsletter development continues
8. Spring Activities being planned thus far-
  - a. Bam! (Black History Month)
  - b. Dinner Dialogue (Film to be determined)
  - c. Chinese American Heritage Month- Battle Hymn of Tiger Mother (Dr. Baker), China Trip (Joyce Fountain & Clark Hallpike)

**Membership:**

**Connie Orbeta (as of 9/19/11)**

**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

**Negotiations:**

**Luis Martinez**

No report

**Scholarship:** **Bev Augustine**  
No report

**Sentinel:** **Bill Demaree**  
**Sentinel Dates for 2011-2012**

<b>Due Date</b>	<b>Publication Date</b>
<del>Tues., 12 Sept. 2011</del>	<del>Thurs., 15 Sept. 2011</del>
Thurs., 13 Oct. 2011	Monday, 17 Oct. 2011
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**  
Forty-two members of the faculty contributed sixty-six days to the ECCFA Sick Leave Bank this year. Thank you to all who contributed.

**Social Media** **Jessica Carpenter**  
Since last time I put up a reminder for how to get copies of the new contract, shared information on the blood and marrow drive, linked a news article on UIC faculty winning bargaining rights and included information on the Lunch AtD discussion to occur on campus. Since last week there were 11 more active users.

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

**Summer ULI Reports**

**Webmaster:** **Tammy Ray**  
No report

**Working Relations Task Force** **Mary Arndt, Elizabeth Becker, John Slawson, Rachael Tecza**  
The ECCFA Working Relations Task Force has created a document reflecting the answers of the ECCFA Survey that was distributed the ECCFA Meeting on Opening Day, 8/18/11. This document will be presented to the ECCFA Senate for comments and approval. It is intended to be used as a basis for dialogue between the faculty, administration and Board of Trustees.

**Attachments to the electronic copy of Senate agenda or handouts available at the Senate meeting on Wednesday:** **Treasurer's report**



# 2011-2012 UNION LEADERSHIP INSTITUTE COURSE DESCRIPTIONS

THE COURSES ARE PRESENTED OVER *THREE WEEKEND SESSIONS* IN NOVEMBER, FEBRUARY & APRIL:

Fall Session: **November 5-6, 2011**  
Winter Session: **February 4-5, 2012**  
Spring Session: **April 28-29, 2012.**

Participants ***must attend all three*** weekend-sessions to complete these courses. Classes will run from 9 a.m. until 4 on Saturday and from 9 a.m. until noon on Sunday.

Registration reminders and invoices for any unpaid fees will be sent to participants before the Winter and Spring sessions. Confirmation notices and training agendas will be mailed prior to each session.

Participants who pay their own registration fees and who are not reimbursed by their locals may be eligible for a reduced registration fee through the UPD rebate process. Information about the Individual Member Rebate is included on the registration form.

Classes fill up quickly, so please don't delay in submitting your completed registration and payment. A separate registration form must be completed for each ULI participant from your local. Registration cannot be guaranteed unless payment is received with the registration form by the registration deadline.

## **BUILDING A POLITICAL POWERHOUSE**

An effective political/legislative action program can make the difference in enacting desirable legislation, in electing public officials who support our members and in mobilizing members around local issues. This course will cover elements that go into building an effective political program, including:

- Communicating with members about political issues;
- Engaging members in our political program;
- Mobilizing members around local issues, such as school board elections, district referendum and other legislative issues;
- Raising funds for COPE.

## **GRIEVANCE ADMINISTRATION** (*Additional \$24 material fee*)

If thoughts of grievances cause you to panic, take this course and relax. You will learn to:

- Separate gripes from grievances;
- Develop grievance investigation and research skills;
- Take problem-solving approaches to settlement;
- Write, prepare and present grievances.

## INTRODUCTION TO COLLECTIVE BARGAINING

Designed for those with little or no bargaining experience, this course helps you understand how and why negotiations works and teaches you how to participate actively in the bargaining process.

- Develop surveys to generate negotiation proposals;
- Learn the different stages in a negotiation;
- Learn what makes the negotiation team work well together;
- Learn how the mediation process works.

## UNION LEADERSHIP DEVELOPMENT

Being a union leader in today's economic and political climate can be challenging. This course will help new and experienced leaders be more effective in their roles. You will learn to:

- Recognize different leadership styles;
- Understand constructive vs. destructive leadership behaviors;
- Empower and motivate others to be active in the union;
- Learn how to run a union meeting.

## 2011-2012 UNION LEADERSHIP INSTITUTE COURSE DESCRIPTIONS COURSES PRESENTED AND COMPLETED WITHIN A SINGLE DAY, OR A SINGLE WEEKEND

**TREASURERS' WORKSHOP – PART I**- April 28, 2012; 9:00 a.m. - noon.

*This half-day workshop is open to all IFT local and council treasurers.*

The program will include an overview of treasurers' basic financial duties, including,

- Processing deposits and payments;
- Recordkeeping requirements;
- AFT requirements for the financial review;
- IRS updates for filing Form 990, 990-EZ and 990-N

**TREASURERS' WORKSHOP – PART II**- April 28, 2012; 1:00 p.m. - 4:00 p.m.

*This half-day workshop is open to participants of the morning Treasurers' Workshop – Part I.*

This interactive program will include training on the IFT Leadernet Accounting program. Participants should bring their local financial records such as check registers and bank statements for the entire fiscal year and will use the Leadernet program to complete actual transactions.

**NOTE:** *These Treasurers' Workshops are offered at no cost to participants other than hotel accommodation fees if applicable.*

# ECCFA INTERNAL APPLICATION FOR IFT ULI COURSES

1. Name:
2. Department and Division:
3. Your summer address and phone number:
4. Current involvement in ECCFA:  
(List any committees or other ECCFA activities you have participated in for the past 2 years, including other ULI courses too)

5. ULI course you wish to be considered for during this coming academic year:

*(check one as 1<sup>st</sup> choice and another as 2<sup>nd</sup> choice)*

### Three Weekend-long Sessions

(attendance expected for all three weekends by both ECCFA & IFT/AFT)

**IFT North Offices / Robert Healey Center**

**500 Oakmont Lane, Westmont, Illinois 60559**

- 
- \_\_\_\_\_ Union Leadership Skills\*
  - \_\_\_\_\_ Grievance Administration\*
  - \_\_\_\_\_ Introduction to Collective Bargaining\*
  - \_\_\_\_\_ Building a Political Powerhouse
  - \_\_\_\_\_ Treasurers' Workshop

*\* ALL of these courses are currently special needs for the ECCFA.*

6. Why do you wish to take this course and how will you apply what you learn in the series of classes? (indicate if you plan to run for one of our standing committees or chair of a committee, for Senate, or for an ECCFA office)

**Return to Sarah Dye (by email, campus mail, or snail mail) no later than 12:00 NOON on  
Thursday, September 29, 2011 but sooner if at all possible!**



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# 2011-12 IFT ULI NORTH REGISTRATION

Photocopy registration form as needed to submit one for each participant

## 1 PARTICIPANT INFORMATION

(Please print or type)

Name \_\_\_\_\_

Address \_\_\_\_\_

City/State/Zip \_\_\_\_\_

Daytime Phone \_\_\_\_\_ Evening Phone \_\_\_\_\_

Fax Number \_\_\_\_\_ Email Address \_\_\_\_\_

## 2 LOCAL INFORMATION

Local # \_\_\_\_\_

Local President Signature \_\_\_\_\_

**IMPORTANT:** Registrations will *not* be processed unless authorized by local

## 3 COURSE SELECTION - Please indicate 1<sup>st</sup>, 2<sup>nd</sup>, and 3<sup>rd</sup> choice for workshops

### THREE-WEEKEND SESSIONS

- Building a Political Powerhouse
- Grievance Administration (Add \$24for text)
- Introduction to Collective Bargaining
- Union Leadership Skills

### SINGLE-WEEKEND SESSIONS

- Public Act 97-0008 ( Senate Bill 7) Layoffs & Recall/ PERA Overview Workshop (Nov. 5, 2011)
- Treasurers' Workshop (April 28, 2012)

## 4 HOTEL ACCOMODATIONS – DoubleTree Hotel – Oak Brook, IL

- For planning purposes, please indicate your preferred room accommodations for *each* of the 3 ULI sessions. You will have an opportunity to modify your request if your plans change.
- Select "Registration only" if a hotel room is *not* needed during the ULI weekend.

### Fall: Nov. 5-6, 2011

- \_\_\_ Single, 1 night
- \_\_\_ Single, 2 nights
- \_\_\_ Double, 1 night
- \_\_\_ Double, 2 nights
- \_\_\_ Registration only

### Winter 2: Feb. 4-5, 2012

- \_\_\_ Single, 1 night
- \_\_\_ Single, 2 nights
- \_\_\_ Double, 1 night
- \_\_\_ Double, 2 nights
- \_\_\_ Registration only

### Spring: April 28-29, 2012

- \_\_\_ Single, 1 night
- \_\_\_ Single, 2 nights
- \_\_\_ Double, 1 night
- \_\_\_ Double, 2 nights
- \_\_\_ Registration only

Roommate for Double Room accommodation: \_\_\_\_\_  
(For Double room rate, roommate **must** be a registered ULI participant)

Do you require any special rooming accommodations?  Yes  No

If yes, please specify \_\_\_\_\_

## 5 DIETARY RESTRICTIONS

Do you have any dietary restrictions?  Yes  No

If yes, please specify \_\_\_\_\_



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Illinois Federation of Teachers
Robert M. Healey Center
500 Oakmont Lane, Westmont, IL 60559
Phone 630/468-4080 • Fax 630/468-4089

ULI Fall Session (November 5-6, 2011) Registration Fees

Participant Name: \_\_\_\_\_

Course Selection (first choice):

- Building a Political Powerhouse (\$90)
Introduction to Collective Bargaining (\$90)
Public Act 97-0008 (Senate Bill 7) Layoffs & Recall and PERA Overview Workshop (\$50)
Grievance Administration (\$114; includes \$24 materials fee)
Union Leadership Skills (\$90)

Functions and Program Fees: \$50, \$90 or \$114 per participant (see above) \$\_\_\_\_\_

Hotel Accommodations:

- Single, 1 night \$104
Double, 1 night \$52 (per participant)
Single, 2 nights \$208
Double, 2 nights \$104(per participant)

Sub-Total: \$\_\_\_\_\_

- Registration paid or reimbursed by local
Registration paid by individual

Individual Member Rebate Credit

Individual IFT members in good standing, who take part in an IFT provided professional development or union leadership program offering, and pay for the costs of the program on their own, may reduce their registration fee by \$45.00. This reflects a 50% fee reduction on program fees and does not apply to room charges. Members who pay the registration fee on their own and who are not reimbursed by their local are eligible to take this rebate once per year.

Individual Member Rebate Credit: - \$\_\_\_\_\_
(-\$45.00 if applicable)

Total amount due: \$\_\_\_\_\_

Payment:

- Check (payable to the IL Fed of Teachers)
VISA
MasterCard
American Express

Account Number: \_\_\_\_\_ Exp. Date: \_\_\_\_\_

Cardholder's Name: \_\_\_\_\_

Billing Address \_\_\_\_\_
Address/ City/ State/ ZIP CODE

Signature: \_\_\_\_\_

PLEASE NOTE: Fall registration deadline is October 7, 2011. Refunds for any cancellations for the Fall ULI session received after October 28 are subject to vendor cancellation policies.

SPECIAL ACCOMMODATIONS AMERICANS WITH DISABILITIES ACT

The Illinois Federation of Teachers will make every effort to ensure that accommodations are in compliance with the Americans with Disabilities Act. If a conference participant anticipates a special need ensuing from a disability, the participant should contact Benita Twillie at 630/468-4080. Early notice is necessary since some accommodations may require significant advance notice.