

**December 9, 2020**

**Senate Meeting Agenda**

Name	Div/Term	Name	Div/Term	Name	Div/Term
Kimberly Tarver (President)	Pres., 2020-2022	Kris Campbell (Parliamentarian, Grievance Co-Chair)	HP/MSE, 2020-2022	Danielle Straub	UAF2, CABS, 2020-2022
Ellie Swanson (1 <sup>st</sup> VP, Sentinel Team)	LRIE/A/CEWD, 2019-2021	Jessica Carpenter (Social Media Coordinator)	CABS, 2020-2022	Baudelaire Ulysse,	UAF2, LVPA, 2020-2022
Len Fitzpatrick	SBCT, 2020-2022	Pat O'Brien	CABS, 2019-2021	Terri Birch (2 <sup>nd</sup> VP, Membership)	UAF2, LVPA, 2020-2022
Patrick Gordon (COPE Chair)	SBCT, 2020-2022	Ruby Sanny	CABS, 2019-2021	Tammy Ray (Webmaster)	UAF2, SBCT, 2019-2021
Clark Hallpike	SBCT, 2020-2022	Manuel Salgado	CABS, 2019-2021	Diane Flahaven	UAF2, HP/MSE, 2020-2022
Mary Arndt (Secretary)	HP/MSE 2020-2022	Greg Wheaton	HPMSE, 2020-2022	Kate Thommes	UAF2, ABEC, 2019-2021
Susan Robinson	LVPA, 2019-2021	OPEN	UAF2 2020-2022	Daniel Hernandez (3 <sup>rd</sup> VP)	UAF2, HP/MSE, 2020-2022
Les McTighe	LVPA, 2019-2021	Mae Hicks-Jones	UAF1, SBCT, 2020 - 2022	Jeffrey LaRocque	UAF2, LVPA, 2020-2022
Luis Martinez (Chief Negotiator)	HP/MSE, 2020-2022	OPEN	UAF1 2020-2022	Janice Petit- Sollenberger	UAF2, LVPA, 2020-2022
Steve Wood (Treasurer)	NON-VOTING 2020- 2022	Amanda Smothers	UAF1, CABS, 2020-2022	Tara Latto	UAF2, HPMSE, 2020-2022
XXXXXXXXXXXXXXXX	XXXXXXXXXXXXXXXX	OPEN	UAF1	XXXXXXXXXXXXXXXX	XXXXXXXXXXXXXXXX

**Announcements:**

Susan Robinson: ECC Theatre's Production of As You Like It virtually on December 12, 2020 at 6 p.m.  
[Event Link](#) [Facebook Link](#) More Information at [elgin.edu/AYLI](http://elgin.edu/AYLI)

**Secretary's Report: Mary Arndt**

- Approval of November 25, 2020 minutes.

**Treasurer's Report: Steve "Woody" Wood**

- In collaboration with President Kim Tarver, responded to information request from Baudelaire Ulysse for past 5 years of data disaggregating total dues paid by full time members and adjunct members. Provided data for 2019.

## President's Report: Kimberly Tarver

- Did not meet with VP Peggy Heinrich & CHRO Anthony Ray; scheduled for 12/11/2020
- Met with Dr. Sam: topics include COVID 19 Recognition/Commemorative activity; Dr. Sam acknowledged the faculty and is appreciative of our work. He is concerned about burn out and stress. He is asking for ideas to share his support. Home office equipment and funding; follow up with how to access discretionary funds; discussed impact of professional expense benefit flat since 2009 at \$750;
- Attended Grievance meeting
- Attended Committee of the Whole and Board of Trustees Meetings. Thank you 10-12 faculty members in attendance. Highlights include CBA Extension Ratification; Revision to Alliance for College Readiness moving to Governing Board for Alliance for College, Career and Student Success; Transfer \$15 million from ed fund to employee benefits to support underfunded pension liability; \$25 million from the state for New Manufacturing Center
- Attended Negotiations & Ratification meeting; 126 members present; ratified with 123 ayes and 3 nays.
- Attended HR Search Committee Task Force: revised diversity question for employment application; working on search committee process
- Attended Assessment Strategy Team meeting; anticipate "listening session" for Senate and other faculty groups; concern with HLC criteria related to engaging faculty in assessment
- Monitoring issues related to summer schedule- calendar and sync/async instruction
- Responding to/redirecting/delegating member questions
- Responding to multiple faculty in response to Professor White's email on December 4, 2020
- Email communication with member clarifying "ECCFA OFFICIAL COMMUNICATION"
- Inquiry regarding college access to Zoom activities and loaner technology including laptops. Limited IT staff/techs have admin access to manage ECC's Institutional Zoom accounts. IT admins can access each user in order to assign licenses, edit settings, troubleshoot account issues, etc. An IT admin can view the details of scheduled meetings and past meetings if they navigate and click into those menus, but there is **no way** to silently join a call without notifying the host. Even an IT admin with full access to the Zoom platform would need to join the call like anyone else with an invite link sent by the host. There are also a good amount of analytics and reports available which will track IPs, meeting attendees, etc. An IT admin can access recordings saved in the cloud. The only known incident access a recording made by Director of Professional Development. Administrators such as deans, associate deans, directors, etc... do not have permission, access, nor capability to "access, view, monitor, and otherwise assess any call/meeting/synchronous class sessions/office hours, voice or video, that is hosted on the ECC-licensed Zoom software.
- Regards to Retiring Faculty Mary Arndt, Nursing and Donna Garcia, Biology. Thank you for all you have done for students, faculty and for ECC. Well Done!
- Welcome to New Full Time Faculty! Congratulations to:
  1. Dr. Rituparna Saha – Instructor of Chemistry
  2. Dr. Soma Chattopadhyay – Instructor of Engineering
  3. Mr. Chad Pearion – Instructor of Biology (Microbiology)
  4. Dr. Charles Dakarian – Instructor of Biology (Anatomy and Physiology)
  5. Ms. Jackie Dalke – Instructor of Nursing
  6. Mr. Thomas Limberis – Instructor of Welding
  7. Ms. Lisa Hodson – Instructor of Nursing
  8. Ms. Elizabeth (Beth) Hultman – Public Services Librarian0

## 1<sup>st</sup> Vice President's Report: Ellie Swanson

- Fielded questions from faculty on various topics.
- Resolved individual issues and working on more.
- Multiple/emails/zoom meetings/phone calls regarding the current situation and faculty needs.

- Participated in team meetings and table negotiations for current contract negotiations.
- Assisted with contract ratification meeting.
- Participated in safety committee meetings.
- No meeting with VP TLSD/CHRO in this time period.

### 2<sup>nd</sup> Vice President's Report: Terri Birch:

Attended negotiation meetings, ratification meeting and finance committee meeting.  
 Working with Luis M. for faculty development information for adjuncts  
 i.e. Adjuncts cannot receive funds upfront for professional expense  
 Responded to faculty emails

### 3<sup>rd</sup> Vice President's Report: Daniel Hernandez

#### Committee Reports

**Negotiations: Luis Martinez**

**Grievance: Co-Chairs: Tim Anderson & Kris Campbell**

**COPE: Chair, Patrick Gordon**

- Antonio Ramirez

#### Elections & Committee Requests: No Action Required

1. SENATE SECRETARY NEEDED!
2. Elections Committee volunteers requested: The constitution requires: (1) Chair, (1) Full Time Member. It is also recommended that 3 additional at-large members serve to support the Elections Committee with varied tasks associated with elections.
3. ECCFA Senators: 2 UAF1 and 1 UAF2 openings
4. **ECCFA ASSESSMENT TASK FORCE: NEXT STEPS- RECRUIT & APPOINT UP TO 7 FACULTY**  
 ECCFA approved a task force charged with developing a proposed process of disaggregating data as related to student success outcomes with the following three caveats:
  1. The plan will not include any use of these data for evaluative or disciplinary purposes.
  2. The final draft will be presented to Senate for approval.
  3. Gaps that are found would not imply faculty fault.

Volunteers include: *Please count me in as a volunteer for the ECCFA Assessment Task Force- **Baudelaire Ulyse**; I would be interested in joining the task force regarding student outcome data on disaggregating it by course, race/ethnicity and gender- **Joe Rosenfeld**; **Ryan Kerr**; I am interested, I hope that 25 years of clinical academic and counseling experiences serve the committee and the set goals of the faculty, staff, and administrative concerns in this particular topic. Thanks for the request, and possible participation in this important gathering team- **Prof. Arturo Vazquez Jr.**; Just to formally confirm, please include my name as a nominee for this task force- **Manuel Salgado Jr, PhD.**; Indeed, I am very interested in serving on this Taskforce. I believe that this data is needed for my own self-improvement. As faculty, I am excited that we are taking the lead in this important area- **Susan Timm**; I previously served as a co-chair of the SSI student retention taskforce and, in that capacity and throughout my time at ECC, have sought to improve the success of students from traditionally marginalized groups, including students of color. This issue, moreover, is important to me as one of the few African American faculty members in the full-time unit. Additionally, I am a long-time member of the senate and served as ECCFA's chief negotiator for approximately four years. As a member of the ECCFA assessment taskforce, I will bring to bear both my longstanding dedication to student success and my understanding of the contract- **Patrick Gordon.***

**Dan Kernler** offered to act as a consultant as needed. He will be on sabbatical in the Spring 2021 semester.

## OLD BUSINESS

1. END OF SEMESTER PARTY DETAILS (JESSICA CARPENTER)

## NEW BUSINESS

1. Direct any member or employee who is experiencing the "*threats, acts of intimidation and acts of retaliation*" described in Professor White's email to immediately contact Human Resources.
2. Members are asked to review the following documents (See ADDENDUM)
  - a. [ECCFA Diversity Statement](#),
  - b. [ECCFA Constitution & Bylaws \(purpose & objectives\)](#)
  - c. IFT Professional Conduct Policy
3. Senate response to membership in reference to Professor White's Email
4. Senate response to Professor White
5. Proposed Bylaw Change: Article V Procedures for the Senate (submitted by Jessica Carpenter)

### Article V Procedures for the Senate

Section 16. Communications from ECCFA Senators and ECCFA Committee chairs about ECCFA business should follow the following guidelines:

1. Mass e-mails (to entire sections of the unit- UAF1, UAF2, Full Time, and/or college-wide) about ECCFA business are subject to a review process.
  1. E-mails addressed an entire section of the unit need approval from the Vice President of that unit. If said Vice President is not available, the President may approve in lieu. Emails addressed to multiple units, all units, or everyone on campus need approval from the President of the Union.
2. Informative emails about actions that have been approved by the senate or emails the senate at large has requested to be sent do not require an approval process (this applies both to mass emails and to constituency group emails)
3. All emails being sent by an ECCFA Senator or ECCFA Committee chair about ECCFA business should start with **\*\*Official ECCFA Communication\*\*** at the beginning of the body of the email.
4. When sending a mass email, the BCC field should be used to address the recipients.

## DIVISION ISSUES

Announcements: New Calendar for BOT meetings

## ADJOURNMENT

**ECCFA Senate Meeting Schedule:** 3:15-4:45 p.m. 2021 January 13, January 27, February 10, February 24, March 10, April 7, April 21, May 5, May 10

## ADDENDUM:

### IFT Professional Conduct Policy

IFT Professional Conduct Policy, which prohibits discriminatory, harassing or otherwise unacceptable behavior in the workplace and at any IFT activity, event or meeting, even if the conduct does not rise to the level of violating the law.

The IFT is committed to providing a positive and respectful environment that is free of discrimination and harassment, regardless of an individual's race, ethnicity, religion, color, sex, age, national origin, sexual orientation, disability, gender identity or expression, ancestry, pregnancy or any other characteristic protected by law. We ask all members to conduct themselves consistent with the values of equity, equality and professionalism.

### [ECCFA Diversity Statement](#)

“The mission of Elgin Community College is to improve people’s lives through learning.” The Elgin Community College Faculty Association (ECCFA), as well as all of the ECC community, knows that learning in a college environment happens outside the classrooms as well as within them and from many sources other than books. We learn from each other. This awareness helped to form our Shared Values of Excellence, Freedom of Inquiry, Equity, Ethical Practices, Accountability, Respect for Diversity, and Community Engagement. The ECCFA confirms these ideals in its work with ECC’s students every day. Furthermore, the ECCFA respects diversity and values such perspectives among all of the college’s constituencies—students, staff, administrators, and faculty. Diversity has a powerful role in education, and the ability to accept differences is a necessary life skill. Being knowledgeable and respectful of human variety in all its forms is fundamental to all students’ educational background. In order for students to achieve their dreams, they must accept and respect diversity of all kinds, and they must be allowed to feel safe and included and accepted by the entire college community. We, as faculty, realize that we must promote and model the acceptance of our very diverse college population. Ultimately, the Elgin Community College Faculty Association believes that any acts of intolerance or aggression toward individuals or groups because of their particular race, creed, color, national origin, gender, marital status, disability, sexual orientation, gender identification or age are always completely unacceptable in a community such as the one we all strive to create and maintain at ECC. We believe in an open and accepting atmosphere where diversity is not merely accepted but embraced and celebrated. We trust that all of the ECC community shares this philosophy so that all of our lives will continue to be improved through learning.

### [ECCFA Constitution & Bylaws](#)

#### PURPOSE

ECCFA is a professional association of college educators employed by Elgin Community College, District No. 509 of the State of Illinois and is authorized by its constitution to engage in any and all activities that promote educational processes and the welfare of its members. As the representative of the faculty of Elgin Community College, it seeks to effectively serve the educational needs of the residents of Community College District No. 509 by identifying and solving educational problems, by encouraging educational innovation, and by promoting and striving for a harmonious working relationship with the administration and Board of Trustees of Elgin Community College.

#### OBJECTIVES

- To promote within faculty the highest type of professionalism.
- To encourage active participation of all faculty in the solution of college problems and community needs.
- To defend the rights and responsibilities of academic freedom.
- To promote faculty participation in educational management.
- To secure and maintain adequate salaries and working conditions.

To support tenure, sabbatical leave, retirement policies, and other policies that encourage the highest level of faculty performance.

To represent faculty in a continuing review and revision of college policy.

To suggest new policy or request statements of policy from appropriate groups.

To communicate the position of faculty to the public, students, administration, and Board of Trustees of Community College District No. 509.