

Senate Meeting Agenda 25 January 2023

Meeting Link: [ECCFA Senate Meeting](#).

Name	Div/Term	Name	Div/Term	Name	Div/Term
Lori Clark (President)	2022-2024	Margaret LeMoyne	HP/MSE 2022-2024	Diane Flahaven	UAF2, HP/MSE 2022-2024
Stacey Shah (1st VP, ARIT/ABEC)	2022-2024	Chris Cunningham (Parliamentarian)	HP/MSE 2022-2024	Tara Latto	UAF2, HP/MSE 2022-2024
Jessica Carpenter (Social Media Coordinator)	CABS 2022-2024	Luis Martinez	HP/MSE 2022-2024	Terri Birch (2 nd VP, Membership)	UAF2, LVPA 2022-2024
Ryan Kerr (Chief Negotiator)	CABS 2021-2023	Kimberly Tarver	HP/MSE 2022-2024	Jeffrey LaRocque	UAF2, LVPA 2021-2023
Ruby Sanny	CABS 2021-2023	VACANT	HP/MSE	Janice Petit- Sollenberger	UAF2, LVPA 2022-2024
Len Fitzpatrick	SBCT 2022-2024	Les McTighe	LVPA 2021-2023	Tammy Ray (Webmaster)	UAF2, SBCT 2021-2023
Patrick Gordon	SBCT 2022-2024	Susan Robinson	LVPA 2021-2023	Jason Walczak	UAF2, SBCT 2022-2024
Clark Hallpike	SBCT 2022-2024	Steve Wood (Treasurer)	NON-VOTING 2022- 2024	Lisa Del Giudice	UAF1 2021-2023
VACANT	SBCT	Laura Haske (Secretary)	NON-VOTING 2022-2024	Janice Amos	UAF1, LVPA 2021-2023

ATTENDANCE

VISITORS

ANNOUNCEMENTS

- Seeking Cultural Consciousness and Competency in Hiring Workshop
 - Friday, January 27, 8:30-12:30--Virtual
 - The next offering will be in the middle of March
 - The training is required to participate in hiring committees

- **Student Safety Video**
 - ECC students have created a safety video for their fellow students that provides how to take measures to stay protected during an emergency. The video can be found in the following places:
 - Video link: <https://youtu.be/vxZyj5nJwDQ>
 - The video has been placed in the CETAL platform here: [CETAL - Student Support Resources \(elgin.edu\)](https://my.elgin.edu/spaces/emergency-management/safety-drills/)
 - The video has been placed on my.elgin.edu here: <https://my.elgin.edu/spaces/emergency-management/safety-drills/>
- **Safety Drills: Spring 2023**
 - Tornado Drill: Monday, February 6, 10:30 am
 - Fire Drills: March 21-March 23. Times and days vary based on location. The official schedule can be found here: <https://my.elgin.edu/spaces/emergency-management/safety-drills/>
- **Equitable Tenure Support Series**
 - Part 1: Practices for Reducing the Influence of Bias on the Tenure Review Process
 - Friday, February 10, 10:00-12:30--Virtual
 - Part 2: Guidelines for Shifting from Gatekeeping to Stewardship in the Tenure Review
 - Friday, March 17, 10:00-12:30—Virtual
 - Part 3: Skills for Supporting Faculty Through the Tenure Review Process
 - Friday, April 21, 10:00-12:30--Virtual
- **Board of Trustees Meetings**
 - This is a reminder to sign up for Board of Trustees and Committee of the Whole meetings. Here is the link to sign up:
 - <https://forms.gle/6vaccr5K2SBwg8pj9>
- **ECCFA Openings:**
 - Volunteer Coordinator
 - 3rd Vice President

REPORTS

- **SECRETARY'S REPORT: LAURA HASKE**
 - Approval minutes from 11 January 2023
- **TREASURER'S REPORT: STEVE "WOODY" WOOD**

- **PRESIDENT'S REPORT: LORI CLARK**
 - Met with VP/CHRO. Topics included: enrollment, ICs and onboarding
 - Attended Budget Forum Overview meeting
 - Attended Committee of the Whole meeting
 - Attended January Board of Trustees meeting (remarks attached)
 - Attended Negotiations session—full contract
 - Sent letter of inquiry to Kane County Democrats about their support for rail workers. The original letter and their response are attached.

- **1ST VICE-PRESIDENT'S REPORT: STACEY SHAH**
 - Attended VP/CHRO/ECCFA Meeting (Topics included: Adjunct onboarding process, division meetings, program review compensation)
 - Attended ECCFA New Faculty Orientation Meeting
 - Attended Adjunct IC Meeting and IC Meeting
 - Attended COPE Meet the Candidates Event
 - Attended Full Contract Negotiations
 - Attended COW and BOT meetings
 - Approved overloads
 - Worked on constituent lists

- **2ND VICE-PRESIDENT'S REPORT: TERRI BIRCH**
 - Fielded numerous emails with adjunct members regarding:
 - Fear of losing their union status
 - Fear of not getting into the union
 - Dropped classes

- **3RD VICE PRESIDENT'S REPORT: VACANT**

COMMITTEE REPORTS

- **Negotiations—Ryan Kerr**

- **Grievance—Co-Chairs: Peter Han and Tim Anderson**
 - Grievance has been meeting and investigating issues specifically related to class cancellations (and subsequent protocols related to it). At this time, this is the only recurring issue. There have also been meetings with HR about more individualized cases (specifics cannot be offered due to confidentiality).
 - If you believe an issue has surfaced for you in which contract language has been violated, please reach out to any member of the team.

- **Membership—Terri Birch**
 - No report

- **COPE—Co-Chairs: Mia Hardy and Antonio Ramirez**

Elections

- **Textbook and Course Materials Cost Reduction Taskforce (TCMCR)**
 - Frank Cassara, Instructor of HVAC

- **Equity and Student Success Action Council Faculty Representation**
 - ***Gateway Course Completion (4 faculty requested, at least one from Math and one from English)***
 - Jennifer Altman, English Unit Adjunct Faculty
 - Tina Ballard, Professor I of English
 - ***Latinx Student Success/HSI Identity (3-4 faculty requested, at least one from related subject areas)***
 - Javier Coronado-Aliegro, Professor I of Spanish
 - ***EDI Professional Development (3-4 faculty requested)***
 - Liddy Hope, Assistant Professor II of Human Resources
 - “I'd be very interested in serving on the EDI Professional Development group. My experience in CETAL, TIDE and serving as a cohort lead for the AST project have given me great insight into this. Further, the area of Professional Development around EDI is one of my research areas and passions.”
 - Stacey Shah, Professor I Distance Learning Librarian
 - As a core member of TIDE and a long time member of MAGIC and CETAL Advisory Committees, I think I would be an asset to this team. I can also provide connections to EDI library resources. Thanks for your consideration.
 - Alison Douglas, Professor II of English
 - Terri Birch, Art Unit Adjunct
 - I would like to serve on the EDI committee and apply as cohort. I have a strong background in multi-culturalism, through studies, my classroom and committee work. My most recent work was in completing a graduate course, Black and Brilliant and Multiculturalism and Diversity in Higher Education. I am also a member of the cultural studies degree program committee and the College of Lake County. We are forming a course of study that not only includes EDI, but promotes a long term education. Thank you for your consideration.

- **Equity and Student Success Action Council Faculty Co-Leads**
 - ***Latinx Student Success/HSI Identity***
 - ***Gateway Course Completion***
 - Kris Campbell, Associate Professor II of Mathematics

- **Tenure Committee: Matt Rederer, Associate Professor II of Medical Imaging**
 - Matt's Choice – Angelika Stachnik, Associate Professor II of Medical Imaging
 - Dean's Choice – Eva Rudzinski, Instructor of Mathematics
 - 3rd Faculty – Mary O'Sullivan, Professor II of Biology

- **Tenure Committee: Erin Kerwood, Instructor of Chemistry**
 - Erin's Choice – Steve Trail, Professor II of Chemistry
 - Dean's Choice – Aja Ferguson, Instructor of Nursing
 - Instructional Coordinator – Miroslav Rezac, Professor II of Chemistry

- **Tenure Committee: Kendra Phipps, Instructor of Surgical Technology (Temporary Full-Time)**
 - Kendra's Choice – Roda Ryan, Professor II of Surgical Technology
 - Dean's Choice—Jessica Woloszyk, Instructor of Nursing
 - 3rd Faculty – Eva Rudzinski, Instructor of Mathematics

- **Tenure Committee: Patrick Carberry, Assistant Professor I of English Composition**
 - Patrick's Choice: Eric Long, Associate Professor II of Speech
 - Dean's Choice: Chasity Gunn, Instructor of English
 - Instructional Coordinator: Joshua Thusat, Assistant Professor II of English

- **Tenure Committee: Mary Scherer, Instructor of Film and Digital Media**
 - Mary's Choice: Amy Brandolino, Instructor of Art History
 - Dean's Choice: Alison Douglas, Professor II of English
 - Instructional Coordinator: Travis Linville, Professor I of Photography (senior content expert since ICs in the department are adjuncts)

Committee Requests

- **Senate**
 - CABS member requested
- **75th Anniversary Planning Committee**
 - 2 faculty requested
- **CRSS/CPRS Instructor Search Committee**
 - 3-4 faculty requested

OLD BUSINESS

- **Spring 2023 Elections**

NEW BUSINESS

- **Equity Data Collection**
- **Degree Requirement Substitution**

DIVISION ISSUES

ADJOURNMENT

ECCFA SENATE SPRING 2023 MEETING SCHEDULE: 3:15-4:45 P.M.

- January 25
- February 8
- February 22
- March 8
- March 22
- April 5
- April 19
- May 3

ECC BOARD OF TRUSTEE MEETINGS

Faculty are encouraged to attend ECC Board of Trustee Meetings. Follow this link to sign up:

<https://forms.gle/x7SG9bkca6D36DJH6>

- **ECC BOT: Committee of the Whole** Meetings are held in Building E, Room 100.01 on the following dates in 2023: January 23 (3:00), March 13 (3:30), April 10 (3:00), May 8 (3:30), June 12 (3:00), August 7 (3:00), September 11 (3:00), October 9 (3:30), November 13 (3:00), December 11 (3:30)
- **ECC Board of Trustee** meetings are held in Building E, Room 125, Seigle Auditorium at 6:30 PM on the following dates in 2023: January 24, March 14, April 11, May 9, June 13, August 8, September 12, October 10, November 14, December 12

President's Remarks to the Board of Trustees: 24 January 2023

Welcome to the Spring 2023 semester.

It is nice to be back here among students and colleagues, all of us working to help our students be successful on this part of their educational journey.

On the first day of class, one of the things I discuss with students is the importance of being respectful of everyone in the class—their classmates, their professors, and I tell them they will also have my respect, understanding and support.

The concept of respect is one that we hear a lot at ECC. There are reminders about respect for diversity and diverse voices and opinions. Students follow a code of conduct that has, at its core, a foundation of respect for everyone on campus. However, sometimes, the importance of respecting others is forgotten.

On Opening Day, the topic of remote work came up. Within that conversation, staff members were told to “give it a rest” in regards to wanting the benefit of being able to work remotely. Within this comment there was a lack of respect for those staff members. They were being told their voices didn't matter, their reasons didn't matter, and they were being shut down. This lack of respect has an impact on morale for those who work at the college—whether remote work impacts them or not.

Respect may not always look the same. It can look like something else, I have heard several stories of adjunct faculty who have lost classes due to low-enrollment. In these cases, the adjunct was scheduled to teach courses this spring, but low enrollment caused classes to be cancelled and adjunct faculty were bumped from their classes—even after they had spent hours prepping for those classes.

In some cases, adjuncts lost the majority of their course load, which will cause a severe financial strain on those adjuncts. In order to respect our adjunct faculty, we need to work toward more equity in regards to benefits and pay. Being more equitable with our adjunct faculty is a way to show them respect that is long overdue. These are just a couple of recent examples, but there are things that we can do every day to make sure we are being respectful of everyone who is part of this campus.

It behooves all of us on this campus to be considerate of the other people on this campus, to think about where they are coming from, what their struggles may be. We hear this often when it comes to how we think about and support our students. It is imperative that we consider these same concerns with those who work here. It is our responsibility to show respect to every single person who makes ECC part of their educational and/or life journey.

Correspondence with Kane County Democrats

Kane County Democrats
473 Dunham Road
Suite 102
St. Charles, IL 60174

Elgin Community College Faculty Association
1700 Spartan Drive
Elgin, IL 60542

17 January 2023

To Whom it May Concern:

I am writing on behalf of the Elgin Community College Faculty Association (ECCFA), Local 3791. The ECCFA is interested in purchasing an ad in support of the upcoming Truman Dinner. However, before doing so, our members are interested in knowing where the Kane County Democrats stand in regards to supporting railroad workers.

As we saw with the Congressional intervention in early December, there were Democrats in Congress who were not in support of House bills that would have protected railway workers, including sick time.

Based on this dissension between the union workers and congressional Democrats, we would like to know the stand that the Kane County Democrats takes with the recent railway labor disputes.

Thank you for your time.

Sincerely,

Lori Clark
President, ECCFA
Local 3791
Elgin, IL

Hello Ms. Clark,

We have always supported workers and their unions over corporations. Yes, we support the railway workers, we support raising the minimum wage and Starbucks workers right to organize.

Kane County Democrats also worked with organized labor to pass the workers right amendment. All 30,000 party pieces included vote yes for workers right amendment. Kane county carried the amendment making Illinois the first state in the nation to pass the important measure. Illinois will never be a right to work state. Kane County Democrats has always supported unions, and unions have supported the Kane County Democrats.

Thank you,
Mark Guethle, Chair
Kane County Democrats

DRAFT