

ATTENDANCE

Name	Div/Term	Name	Div/Term	Name	Div/Term
Dan Kernler (President)	2024-2026	Les McTighe	LVPA 2023-2025	Ruby Sanny	CABS 2023-2025
Ali Malik	UA2, MSE 2024-2026	Liddy Hope	CABS 2024-2026	Ryan Kerr (Chief Negotiator)	CABS 2023-2025
Chris Cunningham (Parliamentarian)	MSE 2024-2026	Lisa Del Giudice (Comms. Liaison)	UA2 2023-2025	Stacey Shah	ARIT/ABEC 2024-2026
Clark Hallpike	SBCT 2024-2026	Lisa Hodson	HP 2024-2026	Susan Robinson	LVPA 2023-2025
Dave Reich	SBCT 2023-2025	Luis Martinez (1st VP)	MSE 2024-2026	Tammy Ray (Webmaster, 3rd VP)	UA2, SBCT 2023-2025
Josh Thusat	CABS 2024-2026	Michelle Kershner	MSE 2024-2026	Terri Birch	UA2, LVPA 2024-2026
Katherine Fletcher (2nd VP)	UA2, MSE 2024-2026	Patrick Gordon	SBCT 2024-2026	Tom Limberis	SBCT 2024-2026
Kimberly Tarver (Membership Chair)	HP 2024-2026				
NON-VOTING					
Alison Douglas (Secretary)	2024-2025	Steve "Woody" Wood (Treasurer)	2024-2025		

VISITORS

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ANNOUNCEMENTS

- **Spring 2025 Safety Drills**
 - Tornado Drill: 2/03/2025 9:30 AM
 - Fire Drills: 03/25/2025 through 03/27/2025

Building	Time
■ A	3:00 PM Tuesday
■ B	3:20 PM Thursday
■ C	4:20 PM Wednesday
■ D	4:00 PM Wednesday
■ E	4:00 PM Tuesday
■ F	3:40 PM Wednesday
■ G	3:40 PM Tuesday
■ H	3:40 PM Thursday
■ I	3:00 PM Wednesday
■ J	4:20 PM Tuesday
■ K	3:20 PM Tuesday

- L -
 - M 4:00 PM Thursday
 - O 4:20 PM Thursday
 - P -
 - X 3:20 PM Wednesday
- <https://my.elgin.edu/spaces/emergency-management/safety-drills/>

OFFICER REPORTS

- **SECRETARY’S REPORT: ALISON DOUGLAS**
 - Approval of minutes from December 4, 2024
- **TREASURER’S REPORT: STEVE “WOODY” WOOD**
 - See emailed report.
- **PRESIDENT’S REPORT: DAN KERNLER**
 - Met with VP of TLSD and HR Interim CHRO
 - Brought up removal of remote access to Q and Documents folder. Bill Forg (IT) told Annamarie that not only was it removed because it’s a security risk and “no one uses it”, there was no need for IT to give the academic side of the institution any advance notice
 - Brought up how the college handles the death of a student. We were told that there is a targeted response - classmates and faculty are supposedly contacted. (We would like to revisit this.)
 - Revisited Testing Center issues and the lack of availability.
 - Bookstore has added posters to let students know they can pick up books after the bookstore is closed. They have also added the information to their website.
 - Faculty Evaluation Handbook update has been a very collaborative approach between faculty and admin teams. It is not complete yet. Hope to have a draft by January 6, with the goal of submitting the final draft handbook to Senate at the 2/12 Senate Meeting for a first read. Voting by Senate could then take place at the 2/26 Senate meeting. **Training afterward still to be determined.**
 - Annamarie is looking to start a broader “Institutional AI” committee, and we would also like to reconstitute the “Academic AI” group. This might just be a committee about academic integrity and what would be a reasonable threshold of evidence.
 - There appeared to be a willingness to change the process and let the committee make the final determination for appeals of academic dishonesty complaints (rather than the VP, which is the current procedure).
 - We will follow up again on 1/17.
 - Led session during New Faculty Orientation on tenure and evaluation.
 - Joined IFT Dual Credit Ad Hoc Committee - first meeting on Monday, 1/27.

- **1ST VICE-PRESIDENT’S REPORT: LUIS MARTINEZ**
 - Approval of voluntary overload for some FT faculty members across divisions.
- **2nd VICE-PRESIDENT’S REPORT: KATHERINE FLETCHER**
 - No report.
- **3rd VICE-PRESIDENT’S REPORT: TAMMY RAY**
 - Attended the VP/CHRO/ECCFA meeting
 - Approval of voluntary overload for some HP adjunct faculty members.

COMMITTEE REPORTS

- **Membership** - Kim Tarver
 - See [attached report](#).
- **Grievance** - Laura Haske and Peter Han
 - See [attached report](#).
- **COPE** - Antonio Ramirez
- **Elections** - Chris Cunningham

Chris is looking for two members for the Elections Committee to help with this year's April ECCFA election. These volunteers are essential to check ballots for accuracy, because an election is made up of too many details for one person to get correct on their own. We then meet twice: once before the election to finalize ballots and once after to finalize the results. No qualifications needed except a willingness to look carefully at the details. Reach out to Chris if you can help out.

ELECTIONS & COMMITTEE REQUESTS

Outstanding Committee Requests

- **Grievance** (Chairs: Peter Han and Laura Haske)
Meetings: E/O Wednesday 4:00-5:00 pm (virtual meetings)
 - a. 1 UAF2
 - b. 1 UAF1

- **CETAL Advisory Committee** (Chair: Tyler Roeger)
***** Important note - this is the group that is consulted on which annual trainings are required for faculty.**
Meetings: Synchronously on the first Monday of the month from 3-4pm in Oct, Dec, Feb and Apr.
 - a. 1 faculty member from Communications and Behavioral Sciences (*Note: Multiple volunteers already received.*)
 - b. 1 faculty member from Health Professions
 - c. 1 faculty member from Sustainability, Business, and Career Technologies

- **Gala Committee** (Chair: Bonita Goist)
1 faculty member requested
 - a. Meet monthly (usually over lunch 12 – 1) on campus in Building E
 - b. Hour long meetings
 - c. Committee members are asked to help with planning of the event and securing items for the silent/live auction
 - d. Usually, two meetings in August as we ramp up to the event in September
 - e. First meeting will likely be in March or late February at the earliest.

Elections and Appointments

A. SLAAC

Chair: Angelika Stachnik

- a. 1 UAF Teaching Faculty Member

Volunteer: **Terri Birch**, UAF Art

I have been on the committee before, but took some time off to complete another project. I enjoyed the brainstorming and problem solving we did on this committee and Angelika is such a pro to work with. I've learned from her.

B. Faculty Development

Chair: Jessica Carpenter

- a. 1 FT CABS

Volunteer: **Brian Bohr**, FT Communications

C. Lab Designation Committee

(All members are continuing from 2024.)

- a. **Daniel Josh**, FT Visual Arts

- b. **Loretta Mielcarek**, UAF Communication Design
- c. **Rich Rodriguez**, UAF Communication Design
- d. **Kim Tarver**, FT Physical Therapy

D. Search Committee for Chief Human Resources Officer

Chair: Peggy Heinrich

- a. Seeking 2 faculty members.
- b. Volunteers:

- i. **Kathleen DeMars**, FT ABEC

Please accept this as my formal statement of interest particular to this position. As we all do, I firmly believe that the role of Chief Human Resources Officer is critical to any organization's success. I feel that I am uniquely qualified to serve on this search committee because I have a Master of Arts in Industrial Organizational Psychology. For those unfamiliar, this type of degree has a high focus on Human Resources and Consulting. Additionally, prior to becoming an educator, I worked in the credit industry within Human Resources. I understand the facets of this department and I have been at ECC long enough to have experienced what can go wrong when the HR department is not functioning effectively.

- ii. **Javier Coronado-Aliegro**, FT Spanish

[Statement of interest](#)

- iii. **Brian Bohr**, FT Communications

I am excited to express my interest in serving on the search committee for the Chief Human Resources Officer position. My professional experiences and educational background have provided me with unique insights into the importance of effective human resource leadership in fostering a positive institutional environment.

I have completed several master's-level courses in Organizational Communication and Crisis Communication, which have deepened my understanding of workplace dynamics, conflict resolution, and communication strategies that contribute to organizational success. Furthermore, as someone currently navigating the lane movement process, I have gained firsthand experience with the critical role a highly effective HR team plays in supporting faculty and staff. This experience has underscored the importance of equitable practices, streamlined processes, and a commitment to employee development.

In addition to these experiences, I am deeply committed to increasing employee retention and fostering diverse hiring practices. I have completed both parts of the Cultural Competency in Hiring series, which has enriched my understanding of how inclusive and equitable hiring can strengthen institutional culture.

E. Search Committee for Executive Director of Equity, Diversity, and Inclusion

Chair: Peggy Heinrich

a. Seeking 2 faculty members.

b. Volunteers:

i. **Liddy Hope**, FT Human Services

I'm writing to express my interest in serving on the Executive Director of EDI search. As a co-chair of TIDE, my work and focus on EDI is long standing. This position works closely with TIDE, and across the college and I'd love to lend my knowledge and passion to the search. I am current on the hiring training.

ii. **Manuel Salgado**, FT Psychology

As a faculty member who chairs FERC and the Undocumented Student Support Committee my role works closely with this position and I have a good grasp on the type of qualities and strengths we need in this position. I have completed all the cultural competency trainings and I have substantial experience contributing to similar hiring committees.

iii. **Stacey Shah**, FT Librarian

I'm interested in serving on the Executive Director of EDI search committee. As both a TIDE Core Member and a member of the MAGIC Committee for more than 16 years, I have a long history of commitment to EDI efforts at ECC. Recently, I've been involved in two initiatives that received support from the EDI Office: the Library Student Advisory Collective and the Diwali Planning Committee. I also served as a member of the ESSAC Professional Development work group. I would love to play a role in ensuring that the new Executive Director will continue to provide support for faculty, especially those pursuing innovative EDI efforts across campus. Thank you for your consideration.

iv. **Roxanne Bell**, UAF Biology

I will volunteer for the DEI Executive Director search committee. I have experienced gender-specific discrimination, as well as having witnessed it more times than I would have liked. I don't know why, but each time I was profoundly stunned, because in my thinking people are educated than that. But in reality , they aren't. I have also witnessed racial discrimination many times, not just on the news. Implicit and unconscious bias are a real thing, and I would like to see campus-wide awareness of this. When a person says " I am not prejudiced," or " I am not racist", or "I am not a misogynist," it makes me crazy because I feel they lack self-awareness.

I am also part of a community of disabled adults, ranging from severe and profound cognitive abilities, to very high functioning autism, with a few wheelchairs, white canes, and sign language scattered in the mix. My son is a 33 year old disabled adult, so advocacy is my middle name, since he is limited in his understanding of his rights.

I feel that I am a strong candidate to screen for an individual who embraces equity, diversity, and inclusion.

I appreciate your consideration!

OLD BUSINESS

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NEW BUSINESS

- Follow up on requesting students to wear masks during class. (Luis)
- Lost salary reimbursement for summer ULI
 - [ECCFA Financial Procedures](#) (last revised 5/17/2017)

FUTURE ITEMS FOR DISCUSSION

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ADJOURNMENT

ECCFA SENATE SPRING 2025 MEETING SCHEDULE: 3:15-4:45 P.M.

- 1/29/2025
- 2/12/2025
- 2/26/2025
- 3/12/2025
- 3/26/2025
- 4/9/2025
- 4/23/2025
- 5/7/2025

ECC BOARD OF TRUSTEE MEETINGS

Faculty are encouraged to attend ECC Board of Trustee Meetings. Please sign up in [this form](#) and we'll send you an Outlook reminder.

- Finance Committee (2:00-3:30, E 100.01)
 - March 10
 - May 12
- Committee of the Whole (3:00-6:00, E100.01)
 - January 27
 - March 10
 - April 14
 - May 12
- Board of Trustees (6:30-9:00, Siegle Auditorium)
 - January 28
 - March 11

- April 15
- May 13

ADDENDUM - REPORTS

Membership Report for 1/15 Senate Meeting

1/8/2025	Total Bargaining Unit Members	Total Signed ECCFA Members	Total Unsigned	Total % Signed
Full Time	155 (↔)	151 (↓ 1)	4 (↑ 1)	97.4%
UA2	178 (↓ 9)	141 (↓ 5)	37 (↓ 13)	70% (↓)
UA1	69 (↓ 1)	21 (↑ 1)	48 (↓ 2)	30%
INA	43 (↔)	25 (↔)	18 (↔)	58%
Total	445 (↓ 10)	338	107 (↓ 22)	76%

1. HR Reports being received regularly
2. Membership Benefits Article for Sentinel
3. Future Membership Benefits Topics & strategies pending: No Progress
 - a. Work Group Members: Dave Reich, Kathleen DeMars, Brian Bohr, Kim Tarver
4. Coordinate with IFT re: membership activity in spring to promote benefits of belonging to ECCFA: No Progress
5. Continue to promote use of [Electronic Membership Form](#) on ECCFA Website!

Submitted by Kim Tarver, Membership Chair

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Grievance Report for 1/15 Senate Meeting

Category	Number Fall 2024
Active Files	6
Disciplinary Meetings	4
Formal Grievances	2
Informal Resolutions	6
Consultations	10
Recovered Compensation	\$108,945.00

Grievance is also looking for one UAF1 and one UAF2 to join the committee. They meet virtually from 4-5 pm on Wednesdays opposite Senate during the semester. It's a great way to get familiar with the contract and serve the union.

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