



ELGIN COMMUNITY COLLEGE FACULTY ASSOCIATION Senate Meeting on April 2, 2008 (Revised)

Dr. Linda Hefferin, President presiding

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| <input type="checkbox"/> Tim Anderson | <input type="checkbox"/> Ron Kowalczyk |
| <input type="checkbox"/> Mary Arndt | <input type="checkbox"/> Marcia Luptak |
| <input type="checkbox"/> Beverly Augustine | <input type="checkbox"/> Dennis Lynch |
| <input type="checkbox"/> Elizabeth Becker | <input type="checkbox"/> Linda McEwan |
| <input type="checkbox"/> Richard Bonnom | <input type="checkbox"/> Chris Newman |
| <input type="checkbox"/> Susan Ford | <input type="checkbox"/> Mary Peterhans |
| <input type="checkbox"/> Rick Green | <input type="checkbox"/> Roger Ramey |
| <input type="checkbox"/> Robert Harmon | <input type="checkbox"/> Howard Russo |
| <input type="checkbox"/> Clark Hallpike | <input type="checkbox"/> Rachael Tecza |
| <input type="checkbox"/> Linda Hefferin | |
| <input type="checkbox"/> Dan Kernler | |
| <input type="checkbox"/> Crystal Kerwin | |
| <input type="checkbox"/> Dan Kocher | |

Meeting called to order by Dr. Linda Hefferin at: 3:03 pm.

Senators absent: Beverly Augustine, Richard Bonnom, Crystal Kerwin, Ron Kowalczyk, Chris Newman, Rachael Tecza

Guests: Beth Santell, Bill Demaree

Secretary's Report: Mary Arndt

Howard Russo moved to approve the ECCFA minutes from 3/12/08 and the revised minutes from 2/27/08 that were re-distributed. Dan Kernler seconded the motion. The motion passed unanimously, except for two abstentions, which were by Howard Russo and Linda McEwan.

Treasurer's Report: Linda McEwan

No report.

Communication Liaison's Report

Linda Hefferin commented on the fine quality of the last Sentinel. Bill Demaree stated he received 60 requests from non-ECCFA members that the Sentinel be sent to them.

Committee Reports

Tenure and Evaluation Handbook Committee

The ECCFA officers and the Senate received an email copy of the revised Faculty Tenure and Evaluation Handbook to read. No one voiced any concerns. Rick Green moved to approve the revised handbook. Roger Ramey seconded the motion. The motion passed unanimously.

Faculty Development Handbook Committee

Beth Santell distributed some language that clarified the secretarial support for the Faculty Development Committee (FDC). In the future, if faculty have questions about the status of a proposal, they should contact their FDC representative or the chairperson, as opposed to the secretarial support person.

Dan Kernler moved to approve the proposed Faculty Development Handbook. Howard Russo seconded the motion. The motion passed unanimously except for one abstention by Elizabeth Becker.

Dr. Sam has asked that the 3 members of the Tenure and Evaluation Handbook Committee and Faculty Development Handbook Committee be at the May Board meeting so they may be recognized for their work. Both handbooks will be sent to the Board for ratification at its April meeting.

Grievance Committee

Susan Ford stated that the settlement money from the errors in billing for some members of the HMO Illinois insurance plan was dispersed. If other ECCFA members come forward before 6/30/08 with a claim, they will also be reimbursed.

Sarah Dye and Susan Ford talked to Tony Spahr about the load issue for certain UAF members. He agreed that the ECCFA was correct in this case – UAFs were denied class load when it really should have been granted to them, according to the contract. A former grievance was discovered by the Grievance Committee that proved this point. There was an email from Tony Spahr indicating that Gena Glickman agreed. ECCFA will advocate for the faculty members involved to receive their reimbursement this semester.

Another grievance has been brought to the committee's attention. It deals with interpreting how to handle a UAF II situation, going from the last contract to this contract.

3rd Vice President Report

No report.

2nd Vice President's Report

Susan Ford thanked the Senate for working to get membership forms submitted. It was suggested for the upcoming election to make the membership forms available. Linda McEwan will ask the IFT for a list of past UAFs.

Tim Anderson suggested that even if a member states they have already submitted a signed form, to ask them to sign another in order to create a record "clean up."

1st Vice President's Report

No report.

President's Report

Phil Garber will visit the Senate at the next meeting.

Linda Hefferin discussed the email Dr. Sam had sent regarding the leave of absence of Carole Robertson. It is a personnel issue. There were no improper financial activities on the part of Ms. Robertson. She will remain away from her job until she and the Board can reach an agreement. Sharon Konny will be acting as Vice President of Finance in Carole's absence.

Linda Hefferin stated that Dr. Sam said the Board and Gena Glickman are in the process of reaching an agreement regarding the terms of her leaving her position. It is possible she may be leaving by the end of April. Vince Pelletier will act in Gena Glickman's place as Vice President of Teaching, Learning, and Student Development in the interim until January 2009. A search to fill Dr. Glickman's position will begin in the fall.

Linda Hefferin encouraged the Senate to solicit people for vacant positions and to be election judges. Elections will take place next week on April 15, 16 & 17 on both campuses.

Dennis Lynch expressed concern that there was only one candidate running for ECCFA President. He suggested for the future:

- Change the election dates to allow more time for an open forum of the candidates.
- Interpret the idea of qualifications of a candidate in a broad sense – experience with ECCFA issues as well as personal attributes.
- Sentinel articles that endorse a particular nominee should wait until after the deadline for submitting nominations has been reached. Dennis felt that having this rule will encourage as many people as possible to place their names in nomination.

Deleted the paragraph that began with "Discussion..." and ended with "...process."

Bill Demaree will send a notice notifying ECCFA members of how to obtain and submit an absentee ballot. If people need an absentee ballot, they can obtain one from Bill Demaree, Bill Kolton, or Mary Peterhans or anyone else on the Election Committee. Absentee ballots will be available by this Monday.

Dan Kocher moved to approve the changing of the dates of the ECCFA elections to April 15, 16, & 17 to accommodate those needing an absentee ballot. The ballot must be available to the ECCFA one week before the elections take place. The elections were to take place this coming week. The motion passed unanimously. At the State Budget Hearing, cuts in money for higher education were announced.

ESL Students Evaluation of Faculty: Linda Hefferin stated that Rose DiGerlando asked if the ESL instructors could proceed and use the newly proposed ESL Faculty Evaluation form for their students. Rick Green moved to approve that the forms could be used. Elizabeth Becker seconded the motion. Discussion ensued. Rick Green withdrew his original motion and amended the motion to state that the ESL teachers could give it to their students if the Board approves it at their meeting next week. Elizabeth Becker seconded this motion. The motion passed unanimously.

Linda Hefferin asked for a vote to confirm adjunct faculty Carmen Hollender, Aln Richard Reed, and Kate Thommes for the Citizenship Curriculum Committee. These candidates are experienced Citizenship instructors and will be attending the professional development which is being provided to respond to the changes in the U.S. Citizenship test.

Linda Hefferin had further conversation with Dr. Glickman and Dr. Sam regarding the Noel Levitz Survey. The Board has agreed that the survey will not infringe upon class time. Dr. Sam reassured Linda that he would see to it that no data would be extrapolated regarding student evaluation of faculty. The Board did not agree to removing data from items that the ECCFA deems against the contract. The survey will be distributed to select students during the second or third week of April. Discussion still needs to take place regarding items in the aggregate data and what will happen to the data for those items. Susan Ford stated that the contract refers to individual student evaluations of faculty, not group ones.

Linda Hefferin has made the appointments to the ECCFA Scholarship Committee. Rick Green will be the chairperson. The other members are Marilyn Binda, Steve Trail, Bev Augustine, and Michele Noel. Rick Green will send an email to faculty regarding the process for nominating students. One graduating career track student and one graduating transfer track student will be awarded the scholarships. The application forms need to be returned by April 25th.

Lobby Day will be April 30th. Anyone interested in attending should contact Linda Hefferin.

Old Business

ECCFA Retreat: Dan Kernler raised the topic of forming a Planning Committee for the ECCFA Senate's summer retreat. Location, cost, and date need to be determined. Susan Ford, Tim Anderson, Rick Green, and Dan Kernler volunteered for this Planning Committee. Dan Kernler and Rick Green have already started inquiring about a few places. A lawyer's opinion will be investigated to see if COPE money can be used for the retreat.

New Business

Howard Russo attended the Elgin Trades Council meeting. He stated that the president of this organization, Toby Koth, is concerned about how outside contracted employees may have been managing work projects at ECC. In Illinois there is a prevailing wage law that states even if non-union workers are hired, they have to be paid the prevailing union wage. A contractor may charge ECC for the prevailing wage but fail to pass all of this money along to the workers. Toby will go to the next Board meeting to ask for help with enforcing this law. A representative from ECC's Human Resources department will be there. Linda Hefferin will send an email encouraging others to attend the meeting for a show of support for the union members.

Robert Harmon stated that one of his constituents received a reimbursement check from either the Professional Expense Benefit or the Faculty Development Fund. It had taxes removed, which was something new. ECC is now going to deduct taxes from all reimbursement checks from these funds.

Division Issues

None.

Adjournment: Dan Kernler moved to adjourn the meeting. Mary Arndt seconded the motion. The motion was passed unanimously. Meeting was adjourned at 4:27 pm.

Respectfully submitted by: Mary Arndt, ECCFA Secretary

1700 Spartan Drive Elgin, Illinois 60123-7193 FAX (847) 622-3060
