



ELGIN COMMUNITY COLLEGE FACULTY ASSOCIATION Senate Meeting on February 13, 2008

Dr. Linda Hefferin, President presiding

- | | |
|--|---|
| <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: 3:00 pm.

Senators absent: Marcia Luptak

Guests: Dr. Tony Spahr, Dr. Cindy Hutman, Sarah Dye

Tony Spahr talked to the Senate about the health insurance options for full-time faculty. A recommendation by the Board of Trustees needs to be submitted by 3/1/08.

Blue Cross/Blue Shield (BC/BS) cannot change much from what is being offered because it is a registered insurance product. With the self-insured plan, there is more flexibility. Human Resources is recommending the following for the self-insured plan:

- Increase the health maintenance benefit from \$100/yr to \$500/yr
- Lifetime benefit be raised from \$1,000,000 to \$2,000,000

The Insurance Committee is looking at 2 other possibilities:

1. The addition of a 3rd party vendor to provide a wellness plan, possibly open to all ECC employees
2. A unification of the BC/BS plan with the self-insured plan called BC/BS Cost Plus – The self-insured plan uses the Preferred Provider Organization (PPO) part of BC/BS. Either plan would have a choice of an in-network or out-of-network doctor.

Mr. Lundstrom will be asked to prepare proposals regarding the 3rd party vendor for the health maintenance plan. He will also be asked to check with other registered plans to discover what other features could be added to the self-insured plan.

Cindy Hutman stated she is presently serving on a committee with the deans. These members have been charged by the Alternate Scheduling Subcommittee to investigate alternate scheduling options for students taking hybrid courses. An example is for students to come to campus only on Tuesdays and Thursdays. The committee with Cindy and the deans feels a need to collect data from students regarding how they feel about hybrid courses. Cindy will be in charge of compiling a student survey for data collection from the students that will register for the hybrid with the Tuesday/Thursday campus only days option. She will bring the survey to ECCFA for approval. Elizabeth Becker suggested possibly surveying students that are in hybrid courses now.

Cindy also mentioned that the policy regarding academic integrity was being reviewed. At the present time, when there is a claim against a student involving academic integrity, the administrator involved has no time limit designated for a response. The student, faculty member, and counselor all have time limits in which to communicate the pertinent information/judgment about the incident. Setting a time limit for the administrator's response is being examined.

Secretary's Report: Mary Arndt

Sue Ford moved to approve the ECCFA minutes from 1/30/08. Dan Kernler seconded the motion. The motion passed unanimously.

Treasurer's Report: Linda McEwan

Linda McEwan stated that she renewed our domain name, "ECC," for our website.

Communication Liaisons' Reports

Linda Hefferin stated that the Sentinel should be out by this Friday. She encouraged the Senators to submit articles and for the Senators to encourage their constituents to do the same.

Sue Ford stated the ECCFA website needs some updating. Linda Hefferin will speak to Armando Trejo, the current Webmaster.

Committee Reports

Tenure and Evaluation Handbook Committee

Sarah Dye stated that the committee will be ready to submit the revised Tenure and Evaluation Handbook to Dr. Sam by 2/29/08. He will then distribute the document to the ECCFA Senate and the administrative vice president's team. The two areas still being revised pertain to library faculty and also to student evaluation of online faculty who do not teach in a traditional classroom at all.

Faculty Development Handbook Committee

Elizabeth Becker stated the committee is now discussing the following topics:

- Secretarial support
- Reimbursement guidelines being consistent with college policies

Grievance Committee

Sue Ford reported that the clerical error in the longevity payment was a mistake on the part of the vendor. The 403B plan of the faculty member who was affected by this has been made whole. As a result of examining this problem, the Grievance Committee has asked Linda Hefferin and Rick Green to discuss needed improvements in communication with Tony Spahr.

In the case regarding the disciplinary action taken against a unit adjunct faculty member by an administrator, an agreement has been reached. The faculty member needs to sign the letter of agreement. It will then be sent to the administration to sign. The faculty member's rights were protected.

Human Resources (HR) did not agree to the grievance committee's suggestion of paying each member of the HMO BC/BS plan \$75. Instead, only the individuals who were wrongfully charged will receive reimbursement. At first it was thought by HR that individual reimbursement would not be possible. The reimbursement check will be separate. It is not to be included in a regular paycheck so it will not be taxed. There are 6 people affected, totaling \$300 +.

Another grievance will be filed next Tuesday regarding a UAF I member and assignment of load hours.

3rd Vice President Report

Dan Kocher had just come from an Institutional Technology Committee meeting. He stated that faculty will need to create a new identification number for the ACCESS system. Also, we were all pleased to hear that this will be the last semester faculty will have to confirm computer submitted grades with an email. This change will aid greatly in streamlining the process.

Dan Kocher presented a document that explains in more detail the procedure for how UAF I members should be assigned load, according to the contract. Linda Hefferin, Rick Green, and Sue Ford have already read and approved the document. He plans to distribute it to UAF I members.

2nd Vice President's Report

Sue Ford stated that the election for needed UAF II Senators would occur during the general election this spring. Recruitment efforts are taking place. Sue discussed a reception planned at the Fountain Square Campus on 2/28/08. It is for UAF members to meet each other, encourage ECCFA enrollment for eligible faculty, and recruit faculty to run for vacant Senate seats.

Sue Ford asked the Senate to approve up to \$500 to pay a consultant to investigate health insurance options for UAF members. Roger Ramey moved to approve this request. Mary Peterhans seconded the motion. The motion was passed unanimously.

1st Vice President's Report

Rick Green spoke to Vanny Wells, a retention specialist, regarding a student survey being distributed to students who are considered "at risk" regarding successful retention at ECC. In the survey, there was a statement about teaching skills of the faculty member. That section will be stricken from the survey. The Lincoln Land Community College elections to decide between becoming a part of the AFT/IFT or the NEA/IEA will be held on 2/20 and 2/21/08. IFT requested that some ECCFA members travel to Lincoln Land College in Springfield, IL, on 2/15/08 to talk with faculty about the merits of joining the AFT/IFT.

President's Report

Linda Hefferin presented the following. The Business & Career Technologies division recommends the following faculty to be on search committees:

Auto: Gary Noden, Len Fitzpatrick, and Dave Reich

CAD: Howard Russo, Bill Kolton, and Jim Resser

Welding: Andy Erbach, Gary Noden, Tony Schuls, and Dave Reich

Jeff Boyd, who is a member of the Magic Committee, will serve on all three committees.

Rachael Tecza moved to approve all of the above. Howard Russo seconded the motion. The motion passed unanimously.

Linda Hefferin brought attention to an article about the AFT in the NY Times. She stated that Randi Weingarten, a cohort of the late Sandra Feldman, will in all probability run for AFT presidency, unopposed.

The AFT annual convention will be held this summer in Chicago from 7/11 to 7/13/08. ECCFA will try to send one or two people, using Faculty Development funds.

AFT/IFT joint convention will be in March 2008 during ECC's spring break. This convention will deal with issues regarding higher education. Linda Hefferin plans to attend.

Union Leadership Institute classes will occur in the first week of August 2008. Sue Ford and Linda Hefferin encouraged anyone who is interested to attend. It will be held Monday through Friday that week in Lake Lawn, WI.

ECCFA elections will take place April 8, 9, 10. Positions needing to be filled are: President, Senators, and committee members for various committees (Curriculum, Academic Policy, Honors, Faculty Development, etc.).

The Strategic Planning Committee has full-time faculty member, Candy Moore. From the Fountain Square Campus, Linda Hefferin will ask UAF member Elizabeth McNulty to join.

Rick Green gave an update on the discussion regarding the student evaluations faculty are now using and the way in which they would be redistributed back to the faculty member from ECC's Institutional Research department. The administration proposed that the evaluations would go through the deans' offices and then to faculty. This may pose a possible conflict with the contract. During a faculty member's triennial evaluation, the dean is only supposed to see a summative report of the evaluations, not all the actual evaluations. Only the instructor having the triennial evaluation is supposed to see the individual evaluations. The language in the contract is not clear about deans seeing evaluations at any other time.

Non-tenured faculty members are receiving their completed student evaluations. Some tenured faculty having their triennial reviews have received the completed student evaluations. Rick Green will speak to Rose DiGerlando regarding expediting the delivery of student evaluations to those who need them for their self-assessment, due March 1st, for their triennial review.

Old Business

Rick Green presented more details on the Lincoln Land College meeting. It will be from 4:30 to 7 pm. Rick Green may go and speak to part-time faculty, along with other IFT members, about the merits of uniting with the full-time faculty by joining them in the IFT.

New Business

Clark Hallpike presented an update on the work being done in the group developing 403B and 457B guidelines. Besides Clark, the group consists of members of the administration, ECCFA, and SECCA. For the 403B, 6 separate companies are being reviewed. The IRS has recently changed the guidelines.

Clark also asked for an itemized analysis of the information regarding how ECCFA money is spent throughout the year. Linda McEwan keeps a spreadsheet on exactly what is spent. This report is sent to the IRS each year. Howard Russo moved to approve that the spreadsheet, created by the ECCFA Treasurer, would be submitted to the ECCFA Senate at the end of each semester. Mary Arndt seconded the motion. The motion passed unanimously.

Robert Harmon is concerned about the student evaluation surveys. Linda Hefferin will talk to Rose DiGerlando.

COPE

Howard Russo moved to adjourn to COPE. Rachael Tecza seconded the motion. The motion passed unanimously.

It was discussed that COPE has funds with which to support candidates that will be running for vacant seats on ECC's Board of Trustees. Two seats are most likely becoming available in the fall. All were encouraged to submit names of those who the ECCFA might support for these positions. Howard Russo will ask the Elgin Trade Union if they have any suggestions for candidates.

Division Issues

None.

Adjournment: Howard Russo moved to adjourn the meeting. Rachael Tecza seconded the motion. The motion was passed unanimously. Meeting was adjourned at 5:16 pm.

Respectfully submitted by: Mary Arndt, ECCFA Secretary

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