



FEDERATION OF
HIGHER EDUCATION
FACULTY AND
PROFESSIONALS
AFT-IFT / AFL-CIO



ECCFA Senate Minutes
Senate Meeting: Wednesday, December 15, 2010

Sarah Dye, President, presiding

Mary Arndt	Marcia Luptak
Elizabeth Becker	Lori Macias-Clark
Rick Bonnom	Luis Martinez
Michele Brynelson	Loretta McCallister
Julie DeLong	Gary Norden
Len Fitzpatrick	Patricia O'Brien
Susan Ford	Joel Peck
Clark Hallpike	Mary Peterhans
Linda Hefferin	Roger Ramey
Cindy Hutman	Howard Russo
Crystal Kerwin	Manuel Salgado
Dan Kocher	Glenn Turner
David Lawrence	Scott Vaszily
	Cassandra Watson

Absent: Josefana Aleman, Vicki Walker

Meeting called to order by Sarah Dye at 3:11

Guests: Sarah Dye

Secretary's Report: Lori Macias-Clark

- Regular Meeting Minutes—December 1, 2010
 - **Roger Ramey moved to approve the December 1, 2010 minutes. Pat O'Brien seconded. Approved with 2 abstentions.**

Treasurer's Report: Linda Hefferin

- Hefferin reported that a fee for a consultant for negotiations appears on the report.
- She also said that the December dues had not been paid because the amounts were incorrect.
- Hefferin has asked Kim Wagner for an update on the charges for copying during negotiations.
- She said that the party expenses are not included in the report.
 - Cindy Hutman moved to approve \$40 to cover additional holiday party expenses. Pat O'Brien seconded. Approved.

President's Report: Sarah Dye

- Thank you to the many ECCFA members who joined the Negotiating Team at last evening's BOT meeting. That kind of in-person support means much to the members of the team. Dr. Martinez's remarks to the board members, Dr. Sam, administrators, and audience were reasoned and beautifully presented. We each should remain hopeful that the new contract will be arrived at in the near future. As I have said on other occasions, we must, "Remain Calm and Carry On!"
- Happy birthday to Crystal Kerwin whose birthday is today.

From Lynnette Sculuca, our IFT Field Rep:

- There are a number of Teacher Reform Legislation items expected to be proposed in January, and from what we have heard, much of it we will not like. The House Special Committee on Education Reform is holding hearings

about some of these matters at the Illinois Math and Science Academy in Aurora. Among items for discussion are the elimination of traditional tenure and the rights of educational employees to strike.

- We are trying to get as many “friendly” people to these December 16 and 17 meetings as possible, friends and relatives included. If there are any retirees we could tap to attend, that may help too. Attached is the flier on these hearings. (See attachment at the end of this agenda for the meeting notice.)

An FYI from IFT Campaign Director, Beth Camplain, & Lynnette Sculuca, our IFT Field Rep:

- IFT has recently launched a promotion to increase our presence on Facebook. In addition to promoting this through various online and print communications, we are asking for your help in spreading the word. One lucky IFT member will receive a FREE, custom designed, IFT Flip Ultra HD, the world's simplest shoot and share video camera. See the link below for more information. <http://www.ift-aft.org/facebook>
- With a large percentage of our membership participating in social media we want to make sure we are taking advantage of these mediums, but before they can be effective we have to increase our viewership. Let's see if we can get the number of people who "like" IFTs page into the thousands!

Congratulations to the NISOD Winners

- The following individuals were selected by a faculty committee to represent ECC at next year's NISOD conference:
 - Lori Clark, Instructor of English
 - Nicole Scherger, Assistant Professor II of Mathematics
 - Leticia Starkov, Associate Professor I of Economics
 - Katherine Storey, Coordinator of Student volunteer & Community Outreach Programs
 - Laurel Vietzen, Professor II of Paralegal

Coming Events:

- Annual Holiday Breakfast on the faculty's contractually obligated Grading Day, Friday, December 17th starting at 7:30 AM.
- Fall Commencement Exercise, Friday evening, December 17th starting at 7 pm in the Events Center
- Fall 2010 Grades due to be posted in AccessECC *no later than* 8:00 AM on Monday, December 20th. Contact both your Dean's office and Registrar Jennifer McClure if you fail to meet this deadline ASAP.
- Opening Day Employee Convocation, Thursday, January 13th at 7:30 AM with Coffee Talks before and Breakout Sessions after and then ECCFA General Membership Meeting and Luncheon in the UBC Dining Room at 1:00 PM
- New Faculty ECCFA Introduction Meeting on Friday, January 14th at 9:00 -10:00 AM in ICT 203. ECCFA Senators and officers are encouraged to be there to greet the new faculty members.
- ECCFA Meeting with Instructional Coordinators on Friday, January 14th from 1:00 – 2:00 PM in ICT 203.
- TBA in February “Serving on Tenure Committees” for any faculty who did not attend one of the series of training sessions during Fall 2010 or who are being appointed to tenure committees for the first time for Spring 2011.

1st Vice President's Report: Luis Martinez

- Just a reminder: final examinations should be scheduled for the final exams week. We should be meeting all of our classes until the end of the semester, December 16.

2nd Vice President's Report: Susan Ford

- No Report.

3rd Vice President's Report: David Lawrence

- No Report.

Committee Reports—

Academic Policy:

Dawn Munson & Jennifer McClure

- No Report

Academic Technology:

Dan Kocher & Mary Peterhans

- No Report

Achieving the Dream:

Linda Hefferin & Sarah Dye

- *From AtD Co-Chair Julie Hartley: Report to the BOT*
- This semester's implementation plans are underway. The Academic Advising team has begun case management pilots working with specific groups of at-risk students. The First-Year Experience team has introduced a new student checklist at orientations for spring semester. The Developmental Education team has received approval from the Curriculum Committee for a new course combining and accelerating the two highest-level courses in developmental math. We also began collaborating with the other Illinois Achieving the Dream schools.
- We submitted a pre-application proposal for a Next Generation Learning Challenges grant in conjunction with Triton, Harper, Morton, Oakton, and Danville Community Colleges. The grant would allow us to create interactive, multimedia tutorials for students to use in preparation for placement testing and for course support in developmental and college-level Reading, Math, and English classes.
- *"I Want to Be a Champion"* Please continue to encourage your colleagues to become AtD champions! Send an email to Sarah Dye (sdye@elgin.edu) with the Subject line: "I Want to be an AtD Champion" to be added to our growing list. The **AtD Champions** list currently includes faculty, staff, and administrators:
 - **Faculty:** Candy Moore, Marcia Luptak, Chalyce Deterding, Mary Peterhans, Elena Gardea, Beth Santell, Sumitra Duggirala, Dan VanTassel, Susan Timm, Celia Ramos, Lynn Ducar, Catherine Moushon, Joyce Fountain, Clark Hallpike, Dawn Munson, Shawn Mikulay, Stephanie Franco, Heidi Brelsford, Crystal Kerwin, Beth Santell, Patti Jachowicz, Sarah Dye, Linda Hefferin, Arturo Vasquez, Ron Kowalczyk, Roger Ramey, Cindy Hutman, Pat O'Brien, Maria Kazmi; Cassandra Watson, Michele Brynelsen, Dan Kocher, Dave Lawrence, Josefana Aleman, Mary Arndt, William Demaree, Jeff Weisman, Marta Walz, Tim Anderson, Michele Noel, Ruby Sanny, Rachael Tecza, Patrick Parks, Abraham Martinez-Cruz, Tammy Ray, Gary Norden (46)
 - **Staff:** Stephanie Bonvallet, Phil Howard, Elaine Reid, Jacque Sweetman, Vany Wells, Kathy Meisinger (6)
 - **Administration:** Sharon Konny, John Brzegowy, Kathy Stover, Wendy Miller, Margaret Parker, John Coffin, Sharon Colby, Kim Hinrichs, Annabelle Rhoades, Peggy Gundrum, Sandi Brown, Susan Scott, Marilyn Prentice, Julie Hartley, Bev Felder, Bruce Austin, Jorge Phillips, Debra Tewolde, Micaela Banks, Daysi Diaz-Strong, Erica Romano, Frank Hernandez, Deborah Wollenberg, Irina DelGenio, Julie Schaid, Michael Shepherd, Jennifer McClure, Kristin Richmond, Amybeth Maurer, Peggy Heinrich, Irene Birkholz-Benter, Tony Spahr, Susan Van Weelden, Jeffrey Arena, Lauren Nehlsen, Tammy Few, Holly Lawyer, Michael Shepherd, Heather Larkin, Kathleen Callahan, Rose DiGerlando (42)

Alliance for College Readiness: **Alison Douglas**

- New college readiness data: When the Alliance was formed in 2006, only 23.6% of all high school graduates who enrolled at Elgin Community College were completely college ready in reading, writing and mathematics. This fall, the percentage of completely college ready students has increased to 31.8%. The biggest improvement in college readiness rates at ECC has occurred in mathematics. In 2006, only 28.8% of high school graduates were college ready in math when they enrolled at ECC. This fall 37.3% are placing into college level math! High school graduates who matriculate to ECC have also improved their college readiness in writing from 56.7% ready in 2006 to 62.8% ready in 2010. In reading the college readiness rate for high school graduates at ECC has improved from 73.2% in 2006 to 76.9% in 2010. To continue this progress, the Alliance needs the continued support of the ECC Faculty. ECC Science, English, and Math teachers are needed on the Alliance Teams. Please contact Alison Douglas if you are interested in serving on one of these teams.

Amendments:**Dan Kocher**

- No Report

Assessment Committee:**Shawn Mikulay**

- SLAAC ended the year by discussing assessment strategies for information literacy/technology and critical thinking learning objectives. After, analyzing other schools' assessment strategies in similar areas, the committee may suggest that we move towards more "authentic" (not standardized tests) methods of assessment. SLAAC is actively preparing for *The Assessment Diaries* which will be held in February and coordinated with CETL. Discussion panels are nearly finalized and opening presentation will focus on assessment attitudes of current ECC students.

BOT Finance Committee:**Linda Hefferin**

- The BOT Finance Committee met on Monday, December 13. Discussion was held on property tax levy amounts for the 2010 tax year. Actual CPI was projected at 2.7 percent, with the total tax levy estimated to increase .0449 percent. The policy for investment of College Funds was reviewed with minor adjustments.
- A written report was provided by ECC's internal Auditor on payroll. The following recommendations were made:
 - Faculty contracts be re-assigned at a specific time in the semester to accurately reflect student enrollment and compensate faculty accordingly.
 - Time sheets be signed by employees prior to payment.
 - Management reconsider paying contracts for independent study based on enrollment.
 - A policy be put in place that specifies the party responsible for retaining all written approvals when faculty exceed their contractual workload.
 - Payroll provide an annual training session on the contract assignment process for all individuals responsible for assignment contracts to faculty members.
 - A written Dean approval be obtained on all contracts assigned to faculty members that require manual adjustment to load hours.
 - All signatures be obtained on the special payment forms prior to payment.
 - Release time granted to faculty be reviewed and approved, prior to every semester, by a designated party.
 - Make electronic direct deposit a policy for all employees to save the College time and money and mitigate the risks associated with processing paper checks.
 - At the end of each semester, faculty workloads be reviewed and a reconciliation be prepared by the dean of the area.
- The internal audit findings of three program areas were provided: Heating, Ventilation, Air Condition, and Refrigeration; Radiography; and Truck Driving. Recommendations were made in each program area regarding signing and authorizing for College purchases.
- A review of the 2010 Fall Title IV was provided. The US DOE specifics that students who withdraw before completing 60 percent of the term are required to return a portion of the Title IV funds received. Refunds must be returned to the lender within 45 days of the date when the College determined that a student withdrew. Two exceptions were highlighted regarding post-withdrawal funds not being disbursed to the students within the 45-day requirement.
- A special BOT Finance Committee meeting will be held in January to discuss tuition rates.

Communication Liaison:**Gary Christenson**

- Just want to remind people to read the "Dispatches," the ECCFA blog.

COPE:**Ron Kowalczyk**

- The time is upon us to elect Board of Trustee members. The period to file nominating petitions with the local election office for ECC Board of Trustee elections is this week. Please note the following dates regarding the election:
 - December 13-20, 2010 — Period to file nominating petitions with the local election official
 - January 27, 2011 — Last day for local election official to certify candidates
 - April 5, 2011 — Election of community college trustees in the consolidated election
 - May 3, 2011 — Last day for community college boards to seat trustees elected on April 5, 2011, and conduct organizational meetings.
- Complete information on the election of the community college trustees can be found on the ECC website: <http://elgin.edu/aboutus.aspx?id=42>

Curriculum:**Maureen Lange**

- Curriculum Committee met on December 10, 2010
- **The following proposals were approved for second reading:**
 - A. HUM 216 Ethics – Description, Textbook, Outline and Outcomes Changes (11-5-10)
 - B. FLC 101 Elementary Chinese I – Prefix and Textbook Changes (11-5-10)
 - C. FLC 102 Elementary Chinese II – Prefix, Prerequisite and Textbook Changes (11-5-10)
 - D. FLF 101 French I – Prefix Change (11-5-10)
 - E. FLG 101 Elementary German – Prefix Change (11-5-10)
 - F. FLJ 101 Elementary Japanese I – Prefix Change (11-5-10)
 - G. FLJ 102 Elementary Japanese II – Prefix Change (11-5-10)
 - H. FLS 101 Elementary Spanish – Prefix Change (11-5-10)
 - I. FLF 102 French II – Prefix, Prerequisite and Description Changes (11-5-10)
 - J. FLG 102 Elementary German – Prefix, Prerequisite and Description Changes (11-5-10)
 - K. FLS 102 Elementary Spanish – Prefix, Prerequisite and Description Changes (11-5-10)
 - L. FLF 103 Intermediate French – Prefix, Number, Prerequisite and Description Changes (11-5-10)
 - M. FLF 110 Conversational French I – Prefix, Number, Prerequisite and Description Changes (11-5-10)
 - N. FLF 120 Conversational French II – Prefix, Number, Prerequisite and Description Changes (11-5-10)
 - O. FLF 202 Advanced French Composition Conv. – Prefix, Number, Prerequisite and Description Changes (11-5-10)
 - P. FLG 103 Intermediate German – Prefix, Number, Prerequisite and Description Changes (11-5-10)
 - Q. FLG 104 Intermediate German – Prefix, Number, Prerequisite and Description Changes (11-5-10)
 - R. FLG 110 Conversational German I – Prefix, Number, Prerequisite and Description Changes (11-5-10)
 - S. FLG 120 Conversational German II – Prefix, Number, Prerequisite and Description Changes (11-5-10)
 - T. FLG 202 Advanced German Composition Conv – Prefix, Number, Prerequisite and Description Changes (11-5-10)
 - U. FLS 104 Intermediate Spanish – Prefix, Number, Prerequisite and Description Changes (11-5-10)
 - V. FLS 110 Conversational Spanish I – Prefix, Number, Prerequisite and Description Changes (11-5-10)
 - W. FLS 120 Conversational Spanish II – Prefix, Number, Prerequisite and Description Changes (11-5-10)
 - X. FLS 151 Spanish for Spanish Speakers I – Prefix, Number, Prerequisite and Description Changes (11-5-10)
 - Y. FLS 202 Advanced Spanish Composition Conv - Prefix, Number, Prerequisite and Description Changes (11-5-10)
 - Z. FLS 103 Intermediate Spanish – Prefix, Number, Prerequisite, Description and Textbook Changes (11-5-10)
 - AA. FLF 104 Intermediate French – Prefix, Number and Prerequisite Changes (11-5-10)
 - BB. FLF 201 French Conversation Composition – Prefix, Number and Prerequisite Changes (11-5-10)
 - CC. FLG 201 German Conversation Composition – Prefix, Number and Prerequisite Changes (11-5-10)
 - DD. FLS 131 Spanish for Medical Personnel I – Prefix, Number and Prerequisite Changes (11-5-10)
 - EE. FLS 132 Spanish for Medical Personnel II – Prefix, Number and Prerequisite Changes (11-5-10)
 - FF. FLS 141 Spanish for Teachers I – Prefix, Number and Prerequisite Changes (11-5-10)
 - GG. FLS 142 Spanish for Teachers II – Prefix, Number and Prerequisite Changes (11-5-10)
 - HH. FLS 152 Spanish for Spanish Speakers II – Prefix, Number and Prerequisite Changes (11-5-10)
 - II. FLS 201 Spanish Conversational Composition – Prefix, Number and Prerequisite Changes (11-5-10)
 - JJ. FLS 251 Topics in Spanish – Prefix, Number and Prerequisite Changes (11-5-10)
 - KK. CHN 201 Intermediate Chinese I – New Course (11-19-10)

LL. CHN 202 Intermediate Chinese II – New Course (11-19-10)
 MM. JPN 201 Intermediate Japanese I – New Course (11-19-10)
 NN. JPN 202 Intermediate Japanese II – New Course (11-19-10)

OO. ART 216 Glass Fusing – New Course (11-19-10)
 PP. ART 218 Glass Blowing – New Course (11-19-10)

QQ. Multimedia Design, AAS – Curriculum Change
 RR. Graphics Software Level I, BVS – Certificate Withdrawal
 SS. Graphics Software Level II, BVS – Certificate Withdrawal
 TT. GRD 201 Presentation Graphics – Course Withdrawal
 UU. GRD 214 Portfolio Review – Credit/Lecture Hours, Semesters Offered, Outline and Outcomes Changes
 VV. GRD 236 Motion Graphics and Effects – New Course
 WW. Nursing, AAS – Curriculum Change
 XX. Practical Nursing – Curriculum Change
 YY. NUR 105 Basic Nurse Assistant Training Program – Prerequisite and Outline Changes
 ZZ. NUR 114 Nursing Fundamentals A – Prerequisite Change
 AAA. NUR 115 Nursing Fundamentals B – Prerequisite Change
 BBB. NUR 116 Introduction to Pharmacology – Prerequisite and Textbook Changes
 CCC. NUR 120 Common Health Challenges – Prerequisite Change
 DDD. NUR 122 Caring for Women and Children – Prerequisite Change
 EEE. NUR 124 Professional Aspects of Nursing – Prerequisite Change
 FFF. NUR 212 Complex Health Challenges I – Prerequisite and Outline Changes
 GGG. NUR 214 Complex Health Challenges II – Prerequisite Change
 HHH. NUR 220 Complex Health Challenges III – Prerequisite and Outline Changes
 III. NUR 222 Integrative Nursing Experience – Prerequisite, Textbook and Outline Changes
 JJJ. NUR 224 Professional Socialization – Prerequisite Change
 KKK. MOS Word Preparation, BVS – Curriculum Change
 LLL. MOS Word Preparation, BVS – Curriculum Change
 MMM. MOS Word Preparation, BVS – Curriculum Change
 NNN. MOS Word Preparation, BVS – Curriculum Change
 OOO. Pastry Arts, AAS – Curriculum Change
 PPP. Pastry Chef Assistant, VS – Curriculum Change
 QQQ. Baking Assistant, BVS – Curriculum Change
 RRR. Lead Baker, BVS – Curriculum Change
 SSS. PAS 100 Pastry Techniques – New Course
 TTT. PAS 102 Baking I – Prerequisite Change
 UUU. PAS 104 Yeast Bread – Prerequisite Change
 VVV. Clinical Dental Assisting – Curriculum Change
 WWW. Dental Office Aide – Curriculum Change
 XXX. DEA 101 Dental Assisting I – Prerequisite Change
 YYY. DEA 103 Dental Materials I – Prerequisite Change
 ZZZ. DEA 106 Dental Aseptic Techniques – Prerequisite Change
 AAAA. DEA 108 Chairside Dental Assisting I – Prerequisite Change
 BBBB. DEA 111 Dental Assisting II – Prerequisite Change
 CCCC. DEA 118 Dental Materials II – Prerequisite Change
 DDDD. DEA 119 Dental Records and Communications – Prerequisite Change
 EEEE. DEA 120 Chairside Dental Assisting II – Prerequisite Change
 FFFF. DEA 123 Clinical Practice I – Prerequisite Change
 GGGG. DEA 124 Clinical Practice II – Prerequisite Change
 HHHH. THE 240 Meditative Martial Arts: Aiki/TaiChi – New Course (11-19-10)
 IIII. THE 243 Stage Combat: Single Sword – New Course (11-19-10)
 JJJJ. THE 244 Stage Combat: Small Sword – New Course (11-19-10)
 KKKK. THE 245 Stage Combat: Knife – New Course (11-19-10)
 LLLL. THE 246 Stage Combat: Quarterstaff – New Course (11-19-10) THE 247 Stage Combat: Broadsword –
 New Course (11-19-10)
 MMMM. THE 248 Stage Combat: Sword and Shield – New Course (11-19-10)

- **The following proposals were tabled:**

- NNNN. OAT- Administrative Office & Information Processing Professional Option, AAS – Curriculum Change
- OOOO. OAT- Legal Office Professional Option, AAS – Curriculum Change
- PPPP. OAT-Medical Option, AAS – Curriculum Change
- QQQQ. OAT-Virtual Assistant Option, AAS – Curriculum Change
- RRRR. Administrative Office Assistant, VS – Curriculum Change
- SSSS. Information Processing Assistant, VS – Curriculum Change
- TTTT. Legal Office Assistant, VS – Curriculum Change
- UUUU. Virtual Assistant, VS – Curriculum Change
- VVVV. BUS 101 Business Communications – Prerequisite, Description, Outline and Outcomes Change
BUS 102 Advanced Business Communications – New Course
AAS Communications Requirement, page 24 2010-11 catalog – Information Item

Elections:

Bill Demaree

- No Report

Faculty Development:

Beth Santell

- No Report

FAVs

Dan Kernler

- The NIFB food drive will conclude Monday, 12/13. As of Friday, 12/10, donations are still rolling in. A final report will be distributed via email before the end of December. Thanks to all who have donated and participated!

GIST

David Burke

- The GIST Study Abroad and Faculty Exchange committee continued its work on developing overseas study abroad opportunities. Abraham Martinez-Cruz continued his work on developing sites in Puerto Rico and will be visiting several universities there in March 2011. Under the Title VI grant for Asian Languages and Area Studies, Dave Burke is continuing to pursue Memorandums of Understanding with two universities in India for study abroad opportunities. Dean Rick Mao and Dr. Sam flew to China at the end of November to finalize MOUs with Chinese universities. We now have three signed MOUs with Chinese universities and one signed MOU with a Chinese language school.
- The Title VI designated faculty attended a second workshop on December 3rd. This workshop was led by Dr. Stanley Murashige, Associate Professor of Art History and Theory of the School of the Art Institute of Chicago. Prof. Murashige led a three hour workshop on Confucian and Taoist influences on Chinese landscape painting and Chinese culture, as well as presenting material on Chinese Buddhist art and its relation to Indian Buddhist art.
- GIST is also focusing on arrangements for recruiting and housing international students who will come to ECC to study. A white paper has been written and presented to Dr. Sam for his consideration, after which the GIST Steering Committee will review, make suggestions, and vote on the document before it is presented to the ECC Board for its approval.

Grievance:

Howard Russo & Sue Ford

- Sub pay—anyone who subbed in last month or two hasn't been paid because the Deans can't decide how to calculate the pay. Ford came to conclusion with Tony Spahr and Rose Digerlando. Now deans have to come to conclusion.
- Russo said it will be a retro pay.
- Dye said she reminded DiGerlando of the law (13 days after end of assignment subs have to be paid).
- Ford said the committee is going back and checking back to 2008. I don't know what we're going to do. What was confusing some people was that we work 50 minute hours. Some offices were using timesheet calculation, which rounded down to ¼ of an hour. Nancy Hake's formula takes actual minutes, divide by 50, so 1.5 is contact you should be paid times sub pay amount. Hopefully, it solved by the time we get back.

Honors:

Alice Biggers

- The Honors Committee is working on making some changes and will have reports in the spring.

Humanities Center:

David Burke

- The Humanities Center is continuing to develop its webpage. Internally the design and information has proceeded well. There is still a lag time in getting this up and running for the ECC community due to IT procedures. We hope to have these solved during spring semester so that the website will be useful for faculty and students.
- Dave Zacker's Socrates Café has continued its series of philosophical discussions on topics of the participants' choice. Socrates Café provides an important venue for the ECC community to meet and discuss questions of concern to all of our lives.
- Tim Karr's International Film Series provided screenings of important international films throughout the fall semester. The Tournees Festival has again awarded a grant for a French film festival at ECC this spring. Spring films and Tournees Festival information will be available at the beginning of spring semester. Attendance has been good and is steadily increasing at these film screenings.
- The Center's Speaker Series, chaired by Dave Burke, presented three speakers during fall semester: Anna Maria, Eleanor Spiess-Ferris, and David Meyer who spoke on November 10th on environmental concerns, with particular emphasis on the Amazon Rain Forest. Speakers have not yet been set for the spring semester and suggestions are welcome. Contact Dave Burke at dburke@elgin.edu.

Insurance

Lynn Ducar & Vicki Walker

- **Delta Dental Plan.** After the first of the year, all ECC employees will receive a postcard from **Delta Dental** which will describe their individual dental insurance, available to anyone. Even if you have no interest in further details about coverage, perhaps your neighbor does. Pass the card along.
- We are past the time when changes can be made to full-time benefits.
- A committee will be created for 403B changes. We won't know what changes there are until we get set up with a new administrator. A new administrator will offer more vendor options.

past time when can turn in full-time changes to benefits. Delta dental-behind on getting postcards out. Everyone will have access. You don't have to be employed by college. Rates will be similar to what full-time faculty will have, minus what the college contributes.

Will create committee for 403B changes. Won't know what change there are until get set up with new administrator. New administrator will offer more options of vendors.

Dave--Flexible spending, full-time only.

Ford-have to help them discover a way to make it work for adjuncts.

- **Wellness Recap for Fall, 2010:**
 - **Smoking Cessation.** Response to ECC's Smoking Cessation program, though confidential, has been encouraging. ComPsych reports several inquiries. Sue Sullivan commented that, "a typical lung cancer situation costs \$90,000 - \$100,000. The cessation program will continue through Spring 2011.
 - **Lunch & Learns.** Over 100 employees participated in 3 "Stress Reliever" sessions including: 1. Stress Relief 2. Elder care (This opportunity resulted in the formation of an on-campus Elder Care Support Group) 3. Personal finance. Feedback from all three was positive.
 - **Weight Watchers at Work.** This group of 140 participants celebrated its 1-year mark by announcing that, together they've lost 1 ton!
 - **403(b).** After Jan. 1, 2011, HR will move forward with 403(b) changes and enhancements. At this point HR hopes to change 3rd party vendors, add new investment options, and look into adding a 457(b) plan. More later. Call Sue Sullivan, X7125 with questions.
 - **FSA (flexible spending account) Reminder.** Over-the-counter meds and supplies can no longer be purchased with this account unless they are "prescribed" by your physician. Sue said script on the doc's prescription pad may be enough. Sarah Dye said she thought there may be a form. Consult with your provider.

- Dave Lawrence asked if the Flexible Spending Accounts are for full-faculty only. They are only available to full-time faculty.
- Ford said we will have to help them discover a way to make it work for adjunct faculty.
- **Suggestions.** Sue also asked committee members for ideas for Spring 2011. She will consider resuming the walking program and organizing another 5K.
- **Did you know?** The average age of ECC employees is 51.

Learning Communities (Steering) Alison Douglas

- The Learning Communities Steering Committee has submitted a proposal to the Washington Center's National Summer Institute on Learning Communities. If the proposal is accepted by the Washington Center, a team of six ECC faculty and administrators will attend the Summer Institute. The Steering Committee continues to meet with individual and small groups of faculty to explore the intervention opportunities integrative learning provides for ECC's students.

MAGIC:

Kim Tarver & Clark Hallpike

FALL 2010 OVERVIEW

- **Meetings- held on first and third Mondays**
- **Events & Activities-**
 - Race, The Power of an Illusion- Episode I, The Difference Between You and Me
 - One Woman's Journey- Hope for Zambia (Paula Amenta)
 - Loreto Prieto- On-Line Learning & Infusion (in collaboration with CETL)
 - Multicultural Curriculum Infusion Workshop- JQ Adams (in collaboration with CETL)
 - The Role of MAGIC on Search Committees- presentation at Dean's Meeting
- **Learning Experiences**
 - *The Danger of a Single Story*- Chimamanda Ngozi Adichie
 - *Waiting for Superman*- Viewing & Discussion
 - *The Miseducation of the Negro*, by Carter Godwin Woodson- Book Discussion
 - *Just Like Us*, by Helen Thorpe- Book Discussion
 - *Three Cups of Tea*, by Greg Mortenson- Book Discussion (coincide with American Place Theater presentations)
 - A Visit to Thailand, Dr. Rick Mao
 - A Matriarchal Society, Dr. Mi Hu
- **Off Campus Activities**
 - A group of 13 attended Facing Race- A National Conference sponsored by the Applied Research Center, September 23-25
- **SPRING 2011 PLANNING-**
 - **Meetings-** located in ICT 201 unless otherwise indicated; * indicates date for in-depth learning experiences.
 - January 22
 - February 7* (*The Help*)
 - February 28 (ICT 203)
 - March 7*
 - March 28 (ICT 203)
 - April 4*
 - April 18
 - May 2*
- **Events & Activities planned for Spring 2011-**
 - African American Read-In Chain (In Collaboration with Library/Stacey Shah)
February 22, 23 & 24
 - The Problem We All Live With (In Collaboration with LVPAC and Black History Month Committee)
(FEB)
 - Bam! Chicago Human Rhythm Project (FEB)
 - Loreto Prieto- Inspirational Speaker (APRIL)

- Race the Power of an Illusion, Episode II (MARCH)
- Race the Power of an Illusion, Episode III (MARCH)
- Search Committees- on-going participation
- Newsletter
- **Learning Experiences-**
 - *The Help* Book Discussion- February 7 Dr. Baker
 - *Chindia* Book Discussion- Date TBA Clark Hallpike
 - Two additional learning experiences will be offered.
- **Hot Topics- (on-going discussion held during regular meetings)**
 - "Who Do You Think You Are?" TV series- Val Repasky
 - Teaching Tolerance (SPLC) - Plight of Immigrants, Bullying
 - *TBA?
- **Off Campus Activities**
 - Pan African Summit, February 4, 2011; Oakton College
 - Dealing with Diversity Institute, May 17-18, 2011; Western Illinois University
 - NCORE, May 31- June 4, 2011; San Francisco, CA

Membership:

Connie Orbeta

Fall Semester 2010 – as of 09/28/10

Full time faculty

- 140 Members (4 non-members)
- 144 eligible

UA1s

- 44 Members (132 non-members)
- 176 eligible plus 10 INAs

UA2s

- 133 Members (51 non-members)
- 184 eligible plus 5 INAs
- Total signed members 317
- Total 504 Faculty plus 15 INAs
- The membership report has not changed.
- Lawrence said a lot of adjuncts had signed up at the informational meeting.
- Ford said it is important to get everyone to join the Union. If they are not members, they could be compelled to cross the line and come in and work if a job action occurred.
- Dye said that so many of the people who aren't signed up don't come to general ECCFA meetings.
- Marcia Luptak said that Orbeta sends her a list, so she can check and make sure everyone in her area is a member
- Dye said she will have Orbeta provide a list, so we can work on getting those people to join
- Hefferin said that an incentive to joining the union is the \$1 million in liability insurance if a student sues.
- Hallpike asked when someone qualifies as a Unit I or II, what is the process
- Ford said HR sends out a list, and she sends out letters to those who aren't members
- Hallpike asked if coordinators can have the list.
- Cindy Hutman said the deans should be providing the list
- Ford said the deans should provide the list so that it can be determined who has seniority for class scheduling.
- Dye said she will make a not to tell the DADDS to share this information with coordinators

Negotiations:**Luis Martinez**

Dear Colleagues,

This to inform you that the informational picketing scheduled for tomorrow [Tuesday] at 4:30 p.m. has been postponed. Because of a recent significant change in the makeup of the Board's negotiation team, the ECCFA is giving them the benefit of the doubt as they may revisit their approach to this process.

We will, however, address the Board of Trustees during the open session of their meeting tomorrow, Tuesday December 14, at 6:30 p.m. We will need your presence at this meeting. A strong show of unity is necessary.

In unity,

Luis Martinez

ECCFA Chief Negotiator

- Martinez thanked all of those who supported the negotiations team at the Board meeting last night, Tuesday, December 14. As soon as we have something to share, we will send out an email. There will not be a vigil tonight.
 - Russo said that we have a team that is willing and ready to negotiate when the board team is
 - Hutman said that we made a good point last night.
 - Martinez thanked Gary Christenson and the Negotiations Team
 - Hefferin stated that Marcia Luptak had collected around \$190 for food for the negotiation team.

Scholarship:**Bev Augustine**

- No Report.

Sentinel:**Bill Demaree**

- The last issue of 2010 is scheduled for Tuesday, 7 December; this means I need all articles by Friday, 3 December.

Sick Bank:**Ellie Swanson**

- No Report.

Strategic Planning Committee:**Elizabeth McNulty & Phil Garber**

- No Report

Webmaster:**Tammy Ray**

- ECCFA Blog – The ECCFA Blog, *Dispatches*, has a link on the ECCFA Web site home page. The blog may also be accessed by going to <http://eccfaculty.org/blog>.
- The following was posted to the ECCFA site this month:
 - ECCFA End-of-the-semester party and food drive info
 - December Sentinel
 - DREAM Act news posted to the C.O.P.E. page
 - Most recent agendas and approved minutes
- Dye said that some of our colleagues don't seem to be aware of the blog and seem to be misinformed about some things. We will keep having reminders that it's there and encourage people to read.
- Ford asked Senators to encourage constituents to read.

Special Orders:***Approval of committee members (treat as Consent Agenda)***

- AtD Dev Ed Workgroup Co-Chair: Carol Szabo
 - Elizabeth Becker moved to approve Carol Szabo become co-chair of this committee. Martinez seconded. Approved.

Old Business:

Negotiations

- Martinez said we have committees formed for job action, if needed. Tony Spahr's departure left them in not a good condition. We don't expect that a lot will happen tonight. We want to give them the benefit of the doubt, want to see if reorganization of their team is what board wants to get process moving. I think we are ready, whenever we are ready we'll do it.
- Dye asked if Dr. Sam should still be invited to speak at the opening day luncheon.
- Becker said that he shouldn't be there for the majority of the meeting.
- Dye said she will tell Dr. Sam that we prefer he not come to the Opening Day meeting because we'll be working on strike committees.
- Watson said that she had students asking her what is going on. If we strike, what does that do to their classes?
- Dye said that in the past, some classes have been cancelled. She also reminded Senators that this can't be discussed inside the classroom.
- Martinez said that the 15 day intent has to be filed tomorrow, December 16.
- Hefferin said that we have to go through mediation, but she suggested a strike vote be taken on Opening Day. She also said that only once out of eight bargaining sessions has a contract been resolved before the previous

New Business:

Continuing Education

- Martinez said he had conversations with a coordinator, and she said that she had been approached by Continuing Education about developing summer activities for kids over the summer. He told the coordinator that it was not part of her job description. He said it seems they asked her to do it.
- Ford said that if a dean had asked, it would be different.

Agenda for Special House Committee on Education Reform

- Dye included an agenda for a special House Committee on Education Reform
- She said that we and IFT should be concerned because the state is looking at pensions and tenure. She thinks the legislation will be brought to the floor on January 4

Letter of Commendation to Dr. Spahr

- Dye said that she had been approached by Phil Howard about the Senate writing a letter of commendation to Dr. Spahr, whose last day is Thursday, December 16
- Ford asked how the letter will be presented and to whom
- Dye said that the letter will end up being sent to him
- Mary Arndt said he was the best HR Director we've ever had.
- Russo motioned to approved a letter of commendation to Dr. Spahr. Ford seconded. Approved.

Division Issues:

Storage space in the new classrooms in MPC and storage units in the MPC adjunct faculty offices (Marcia Luptak)

- Luptak said that storage space in MPC is an issue. At Fountain Square, each classroom has a file cabinet for class sets. If the rooms don't have file cabinets, instructors have to take at least 25 books to class every session. She said they are being told that they can't have storage space in classrooms. We have to have these books. It's not practical to carry all of the books, and there aren't enough carts for all of the instructors. Peggy Heinrich has been fighting to support us.
- Dye said that Mary Hatch was able to get file cabinets file cabinets for their extra books.

- Luptak said that file cabinets were needed, so they can be locked. Heinrich has gone to DiGerlando about the issue. We are asking for Senate support.
- Martinez said that classrooms have to be functional for the subject being taught.
- Dye asked the three vice presidents to talk to DiGerlando, and Dye will talk to Dr. Sam and Sharon Konny and try to get the issue resolved before Opening Day.
- Luptak said another thing they are having issues with is that they have a lot of hands-on activities. They have a nice storage unit at Fountain Square, but they are being told that it can't be moved to the new building because the storage won't be the same in other offices. They don't match, so they are being told the cabinet can't be moved to MPC. The dean found a grant to get the equipment we need, and now we're being told we can't have it.

Adjournment:

- **Howard Russo moved to adjourn. Elizabeth Becker seconded. Approved. Meeting adjourned at 4:16 pm.**

Respectfully submitted by Lori Macias-Clark, ECCFA Secretary