



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



ECCFA Senate Minutes—Wednesday, April 18, 2012

Sarah Dye, president, presiding

Josefana Aleman
Mary Arndt
Rick Bonnom
Michele Brynelsen
Lori Clark
Len Fitzpatrick
Cindy Hutman
Dan Kocher
David Lawrence
Luis Martinez

Loretta McCallister
John Mravik
Pat O'Brien
Chad Pearion
Joel Peck
Joyce Ross
Armando Trejo
Scott Vaszily
Cassandra Watson

Absent: Carl DeCarlo, Linda Hefferin, Gary Norden, Vince Pesavento, Miroslav Rezac, Howard Russo, Julie Roth, Cathy Tomasik, Glenn Turner

Meeting called to order by Sarah Dye at 3:02 pm

Secretary's Report: Lori Clark

- O'Brien moved to approve the corrected minutes from April 4, 2012. Martinez seconded. Approved with one abstention.

Treasurer's Report: Linda Hefferin

- Report accepted.

President's Report: Sarah Dye

- The new ad hoc Parking Committee meets for the first time on May 4th. If you have specific suggestions, concerns, or solutions, please send them by email to your ECCFA representatives Sarah Dye and Sue Ford no later than Wednesday, May 2nd. Other members of the committee include Sharon Konny, Rose DiGerlando, Marcy Thompson, Ryan Callahan, Emad Eassa, Lyda Anderson, and Jurice Jackson.
- Because I will chair my last meeting of the ECCFA Senate on May 2nd, I am asking officers and committee chairs to please submit reports for that agenda. The reports will be due by Monday, April 30th at noon. Many of you have not been submitting agenda reports recently. Please remember that this is an important communication vehicle to keep our membership informed about the important work all ECCFA members are involved in beyond their classroom duties.
- GREAT LAKES ULI is a four-day training and leadership development program, June 18 - 22, 2012 at Pheasant Run Resort in St. Charles, Illinois. It is co-sponsored by the Illinois Federation of Teachers and the American Federation of Teachers. The courses are designed to enhance local capacity for all AFT constituency groups (AFT Healthcare, AFT PSRP Public Employees, AFT Higher Education, and AFT Teachers). Its purpose is to provide hands-on learning of union skills, to acquaint you with the AFT and its issues, and to give you a chance to exchange information with your union brothers and sisters in a relaxed, casual setting with wonderful resort amenities. The program is open to any AFT member but is designed with the needs of the Great Lakes region in

mind.

2012 COURSE OFFERINGS

- UNION LEADERSHIP SKILLS
- EFFECTIVE GRIEVANCE ADMINISTRATION II
- INTRODUCTION TO NEGOTIATIONS
- BUILDING A POLITICAL AND LEGISLATIVE POWERHOUSE
- CONNECTING THE DOTS: Teacher Development and Evaluation...Common Core Standards...School Improvement

The program is designed with the needs of the Great Lakes region in mind therefore members from the Great Lakes region will be given priority in registering for courses.

- **REGISTRATION FEES**

Great Lakes ULI registration fees, payable in advance

Commuter rate: \$250 per person

Single Occupancy: \$826 per person

Double Occupancy: \$540 per person

Registration rates cover lodging, a reception on Sunday, two dinners, four breakfasts, four lunches and coffee breaks throughout the week.

<http://www.ift-aft.org/ProfessionalDevelopment/ULI/GreatLakesULI.aspx>

Complete the attached IFT application form AND the ECCFA application form and submit it to Sarah Dye no later than MONDAY, APRIL 30th for the selection and approval process by the ECCFA Senate.

1st Vice President's Report: Luis Martinez

- No report.

2nd Vice President's Report: Dan Kocher

- No report.

3rd Vice President's Report: Cassandra Watson

- No report

Committee Reports—

Academic Policy: Dawn Munson (and Jennifer McClure)

- APC full committee has not met. Marcy Thompson, Dawn Munson and Jennifer McClure continue to meet to discuss ways of making the committee more effective.

Academic Technology: Dan Kocher & Mary Peterhans

- No report

Achieving the Dream: Linda Hefferin & Sarah Dye

- See report end of agenda reports under Student Success: AtD
- This committee will now be known as "Student Success: AtD"

Alliance for College Readiness: Alison Douglas

- No report.

Amendments: Dan Kocher

- No report.

- Assessment Committee:** Eric Long
- No report.
- BOT Finance Committee:** Linda Hefferin
- No report.
- CETL Workshops:** Carlen Vire-Smith
- No report.
- Communication Liaison:** Gary Christenson
- No report.
- COPE:** Ron Kowalczyk
- No report.
- Curriculum:** Joe Rosenfeld
- No report.
- Distance Learning:** Billie Barnett
- No report.
- Elections:** Bill Demaree
- No report.

Embracing Cultures on Campus Katie Storey & Kim Tarver

- **NOTE that the deadline to respond has already passed but perhaps they could use volunteers still. Check with the above organizers directly.**
- Thank you very much for being one of the supporting groups of Embracing Cultures on Campus spring programs.
- Thursday, April 19, we will welcome Lee Mun Wah as a key note speaker and workshop facilitator.
- Your ongoing support and participation is needed to **recruit volunteers to serve as greeters, assist with registration and way finding, event support during the sessions, distribute handouts, and collect assessments.**
- Every effort will be made to be inclusive of all groups for task assignments. Please share these opportunities with your respective areas.
 - Session I Key Note Volunteers- 8:00 to 9:45 AM
 - Session II Student Session Volunteers- 9:30 AM-12:30 PM
 - Session III Workshop- 1:00- 5:45 PM
 - Session IV Film- 6:30-10:15 PM
- Assignments will be confirmed on Wednesday. **Please forward a list of volunteers to us by Tuesday, 4:00 PM. Include Name of Volunteer and Session willing to serve.**
- Thank you! Embracing Cultures on Campus (ECC) is supported by:
- Office of the President, Student Life, Multicultural and Global Initiatives Committee (MAGIC), Global International Studies Team (GIST), Equity Action Team & Cultural Competence, Center for the Enhancement of Teaching and Learning, Humanities Center, College Readiness, Human Resources/Training, Phi Theta Kappa International Honor Society, Student Government, Marketing and Communications, Support Staff of Elgin Community College Association, Elgin Community College Faculty Association, Academic Divisions: Student Services; Liberal, Visual and Performing Arts; Communications and Behavioral Sciences; Math, Science and Engineering; Health Professions; Adult Education; Sustainability, Safety, and Career Technologies; Transitions and Developmental Education; Continuing Education, and Bea Young Associates.

Equity Action: **George Rosa & Sandi Brown**

- No report.

Faculty Development: **Beth Santell**

- No report.
- Still being worked on. Will be done by May 15. Will be sent to June board meeting.

FAVs **Rick Bonnom**

- No report.

GIST **David Burke**

- No report.

Grievance: **Howard Russo & Susan Ford**

- Three grievances:--UA load, honor's sections and telecourses.—have all three settled. One was denied but the committee is pursuing it. Telecourses will be reinstated as of fall2011 Faculty need to start looking at ways to replace them. Telecourses will probably be a part of the next negotiation cycle.
- A couple new grievances are being looked at.

Honors: **Johanna Cummings**

- No report.

Humanities Center: **David Burke**

- No report.

IFT Community College Council **Susan Ford, ECCFA representative**

- No report.

Insurance **Lynn Ducar & Vicki Walker**

Learning Communities (Steering) **Colleen Stribling**

- No report.

MAGIC: **Kim Tarver & Clark Hallpike**

- No report.

Membership: **Connie Orbeta**

ECCFA Membership Report for Spring Semester 2012

Full time faculty 100%	UA1s 44%	UA2s 90%	INAs
143 Members	76 Members	201 Members	20
143 eligible	(94 non-members)	(21 non-members)	6 Members
	170 eligible	222 eligible	

Total signed members 420-Spring 2012 (Fall 2011 – 426 members)

Total 536 - Faculty eligible

Negotiations: **Luis Martinez**

- Mid Term negotiation concluded on Friday.
- Faculty Evaluation and Tenure handbook revision continues.

Scholarship: Bev Augustine

- No report.

Sentinel: Bill Demaree

Due Date

Thurs., 19 April 2012

Thurs., 10 May 2012

Publication Date

Mon., 23 April 2012

Mon., 14 May 2012

Sick Bank: Ellie Swanson

- Case #45 has received approval for 2 days from the ECCFA Sick Leave Bank committee. There remain 438 days in the bank.

Social Media Jessica Carpenter

- On 4/14 Luis Martinez and I attended the Cook County College Teachers Union Spring 2012 Communications workshop in Westmont, IL. There was useful information presented about how to make communication work for the union. I'd recommend taking advantage of further offers from that group to attend other training opportunities in the future.

Strategic Planning Committee: Elizabeth McNulty & Phil Garber

- The Achieving the Dream Coaches, Linda Watkins and Luzelma Canales, sat in on the April 12 meeting while the committee continued to refine the goals of the new strategic plan. Everyone in the college should have received an email with the draft of the plan attached and a schedule of feedback sessions. These sessions will be in the Community Room on April 25, 5:30 to 6:30, April 26 from 2:30 to 3:30, and April 27 from 9:00 to 10:00 a.m.
- It is important that everyone read the Strategic Plan draft as it will effect college activities for the next five years. Goals 1, 2, and 6 are of particular interest to faculty. The committee needs feedback from the faculty. If you are unable to attend a feedback session, you can email your comments to Phil Garber or to committee members Sumitra Duggirala, Elizabeth McNulty, David Reich and Linda Hefferin.

Student Success: AtD: Linda Hefferin & Sarah Dye

- The AtD Lead Co-Chairs are preparing the annual report which has to be submitted to MDC and AtD at the end of the month. The coaches' visit last week went well with strong faculty and staff participation at the Celebrating Student Success meeting on Thursday afternoon.

Webmaster: Tammy Ray

- No report.

Working Relations Task Force Mary Arndt, Elizabeth Becker, John Slawson, Rachael Tecza

- Arndt said the committee met with Dr. Sam, DiGerlando, MacKinney, and McBride last Wednesday.
- The board members had the document that had been given to them at the previous meeting. The board members present said they didn't show the document to the other board members, but they did discuss it. They said the board is very committed to not having a negotiation like the last one. Dr. Sam plans on giving the ECCFA negotiation team the financial information they need before the negotiation meetings even start. They pledged to try and work to develop effective ways to share information to cut down on rumor build-up so that people wouldn't act on something that wasn't fact-based.
- MacKinney said she thought the faculty equated money with respect. She said the concern was they were afraid they would have to lay faculty off if we got a raise. The ECCFA committee told them the concern over lack of respect had to do with the process—not raises.

- The board and administration are concerned the state won't be able to continue funding community colleges, so they are trying to build up reserves. Arndt said they told the board the faculty felt shut-out—the college was doing well; administrators got raises, but we didn't get anything; it was a shock to many people.
- Martinez said taskforce asked the board and administration for a joint document. Tecza and Dr. Sam met on Friday. Martinez said that in the copy of the joint document he was sent, there was nothing in there about the board empowering someone on the administrative side of the table to make decisions. He suggested the document be sent back to Dr. Sam in regard to empowering the board representative at the table.
- Ford said it was disrespectful that the board hovers over our negotiations and no one else's.
- In regard to the board's comments about the reserve fund, the concerns about the state didn't become apparent until the middle of negotiations.
- Lawrence said the 10 day notice should be on a short leash the next time we negotiate.
- Kocher said the board doesn't seem to understand what is being done by faculty beyond the classroom and their office hours.
- Ford said that during the midterm negotiations, the administrators were working well with the team. They have seen no after-effects or tension with the administration; the board is another matter. She said the negotiations have been affable and pleasant.
- Martinez said the purpose of the taskforce and the joint document is about making the board understand that the way the proceeded with negotiations was against the law and was the reasoning behind why the negotiation was viewed so negatively by so many faculty.

Special Orders

Approval of committee members (could be treated as Consent Agenda)

- **GIST Curriculum Subcommittee (Linda Hefferin & Wendy Miller, Chairs):** Marta Walz (SPH)
 - O'brien moved to approved. Bonnom seconded.. Approved.

COPE

Negotiation issues at College of DuPage

- Dye asked the Senate if they would like to send a letter of support to the faculty at College of DuPage. They have been working for thirteen months without a contract, and the negotiations are very contentious, with the administration publically negotiating by publishing negotiation information on their website.
- Clark will draft a letter of support and forward it to the executive board.

Old Business

Extra Contractual Negotiation (chart)

- Ford said that in a grievance settlement last summer, it was discovered there was a lot of individual bargaining going on for different projects. Nothing was in writing, and nothing was equitable.
- The negotiation team came up with categories and standards on how these projects will be paid. We took a hit on a few things, but, overall, we're ahead.
- Ford said we lost six hours in core and data faculty team leader; we lost six hours a year for the honor's committee, and MAGIC lost 6 hours a year. The mock trial team gained 12 hours, and reading and math tutoring lab gained 24 hours. There was an increase in Bridge programs, but learning communities took a hit. She said the negotiation team tried to get anything that was similar paid the same way, so it is equitable across campus. Some of the things on the document are for future reference and to set precedent.
- Questions and comments were made about orientation and workshops, grants, AtD committees, final math review, and skills assessment.
- Hutman said she appreciated the work that had been done.
- Ford said once the document is ratified, it becomes contractual.

- Hutman moved to approve the document, with the suggested changes. O'Brien seconded. Approved.
- The document will now go to the board for approval at its May meeting.

AFT convention—Detroit—

- Martinez said that in a conversation with Gary Norden, it was suggested that we try to get some help from COPE to help cover expenses to attend this conference (if needed) since it has a political theme.
- Kowalczyk told Martinez that COPE could help monetarily; he just needs to know the amount.
- This item will be voted on at the next meeting, once budgets have been examined.

End-of-Semester Party—

- Martinez said that we previously approved an end-of-semester party. The room has been reserved, so we need to start planning.
- Dye said we will need to get donations from administrators.
- This issue will be discussed at the next meeting.

New Business

Tornado drills—

- Hutman said that about five years ago when we had a tornado drill, an instructor got written up because he took students into the psych lab. At that time, the faculty in ICT were told a sign would be put up, indicating that lab as a shelter. The sign never went up. In 2008, there were 50-60 students standing outside the bathroom because they couldn't fit. This is a potential liability to the college if there are not enough shelters. Then the most recent one comes up, and on Tuesday night, people who were not in the bathrooms got yelled at by the police.
- Trejo said that rooms besides the bathrooms can be used as shelters, but they're not marked.
- Hutman said she understood that if cops saw people in a place that wasn't marked (even if, theoretically, it was a shelter) they were yelled at.
- Dye said that the bathrooms alone are not sufficient. We have been told that it would be looked into. We told Robin Arnold there wasn't enough space marked as designated shelters, but they did nothing. She will take this issue to Dr. Sam as a serious complaint from the faculty.
- Hutman said Carol Cowles is as concerned as we are and assures us that signs will go up.
- O'Brien said Arnold was in ICT looking around prior to and after the drill.
- Martinez said that in the new A Building, on the north side of the building, on the second floor, there is only one men's restroom, and it's very small. There is only one small portion of hallway that can be used as shelter. If there is no room in the bathroom or hallway, a person has to around to the other side, walking through a glass walkway.
- Ross said there was a discrepancy between the emergency booklet in the classrooms. It says everyone should go to the ground floor. If that is the case, why are there shelters on the third floor? She also reported that a faculty member was told she couldn't use ICT 201 as a shelter because there was glass in the window.
- Lawrence said that in his area, they received a letter about how to proceed and how certain hallways could be used. He said there are no placards in some classrooms about what to do in case of a fire or tornado. Every room must have that according to the state fire marshal.
- Ford suggested that this issue should also be mentioned to Janelle Crowley, the new chief human resources officer.

Division Issues

Building Names—

- O'Brien commented on how the new naming system for the buildings doesn't make sense. Some of the rooms have decimal points.

- Hutman asked why it even needed to be changed.
- Dye said the deans and VP office was going crazy a few weeks ago because they didn't have the room numbers to include in the fall schedule. She said the idea came about due to the suggestion of a consulting company.

Adjournment

- **Lawrence moved to adjourn the April 18, 2012 meeting. Martinez seconded. Approved. Meeting adjourned at 4:19 pm.**

Respectfully submitted by Lori Clark, ECCFA Secretary