



SENATE MEETING MINUTES
FEBRUARY 12, 2014
3:00 PM – 5:00 PM, ROOM C-120

Call to Order at 3:04 PM – Luis Martinez President

ROLL CALL:

LAUREN ANDERKO, MICHELE BRYNELSEN, JESSICA CARPENTER, MARY ELFRING CINDY HUTMAN, DAN KOCHER, DAVID LAWRENCE, MARCIA LUPTAK, CHRISTINA MARROCCO, LUIS MARTINEZ, LORETTA MCCALLISTER, GARY NORDEN, PATRICIA O'BRIEN, MARY O'SULLIVAN, ROGER RAMEY, DAVID REICH, HOWARD RUSSO, ELEANOR SWANSON, KIMBERLY TARVER, SCOTT VASZILY, CASSANDRA WATSON
ABSENT: RICK BONNOM, BAUDELAIRE ULYSSE, JOEL PECK, WARREN PETO

RECOGNITION OF VISITORS & GUESTS

Clark Hallpike, Business Faculty, MAGIC Co-Chair

Clark addressed the senate to inform the senate of concerns relating to a search committee process. (He shared his list of talking points with Luis. See attached addendum.) Clark was approved by MAGIC to serve as a MAGIC rep on the search for a full-time English faculty member. The ECCFA also approved Clark to serve on the search committee. The search committee has met and initiated the search process. Clark learned that he was not invited to attend the meeting, after the committee had met. He sought clarification from the dean as to why he was not invited to participate in the search committee's initial meeting. He was informed by the dean that there is an additional step that gives the dean final approval for service on search committees and he did not approve of Clark's service. Clark communicated this response to Luis Martinez. Luis recommended Clark share this information with the senate. A meeting has been scheduled to meet with VP Rose DiGerlando and Tammy Few on Friday to discuss the process and the matter of the dean disapproving a member's service. There was discussion regarding the department's demographics and the fact that both ICCB and the ECC Board of Trustees only measure race/ethnicity as indicators of diversity. It was noted that 80% of the current full-time faculty were former adjunct faculty, initiating discussion about the process used to recruit, recommend, and hire adjunct faculty. There was discussion about MAGIC and the role of MAGIC reps on search committees, to ensure the process is without bias and opportunity to qualified diverse candidates is extended. It was pointed out that the ECCFA Constitution is silent on matters relating to diversity although the AFT encourages members to promote diversity and has published a series of reports offering recommendations for unions. It was requested that the ECCFA consider amending the bylaws to address and include the topic. The discussion concluded with agreement that the actions of the dean and the search committee thus far should be considered void. It was agreed that the process described is unusual and deviates from past practices.

Eric Long, SLAAC Chairperson & Lisa Wiehle, Outcomes Assessment Manager

Handouts were distributed sharing general SLAAC news (included under Committee Reports). Eric requested the senate to consider recommendations to store and share information with the faculty including faculty development instructional videos, standardized rubrics, etc. Ideas include the e-net and D2L. The information

literacy project was described and showed that improvement is associated with specific courses. Assessing technology literacy is problematic. The CAAP (from ACT) is being used to determine baseline measures for general education outcomes. Benefits of CAAP include ability to compare to nationally normed data.

REPORTS – Written Reports submitted are included at the end of the agenda.

SECRETARY’S REPORT: KIM TARVER- APPROVAL OF JANUARY 29, 2014 MINUTES

Jessica Carpenter moved and Cindy Hutman seconded a motion to approve the minutes. The motion passed with Dan Kocher, Mary Elfring, and Scott Vaszily abstaining.

TREASURER’S REPORT: GARY NORDEN

The senate accepted the treasurer’s report.

PRESIDENT’S REPORT: LUIS MARTINEZ

Luis reported that he has been meeting with administration regarding the counseling department and will be meeting to address recent search committee concerns.

1ST VICE PRESIDENT’S REPORT: HOWARD RUSSO

Howard reported that he has also been meeting with administration regarding the counseling department. The contract is being proofed. The senate requested he send an update explaining the delays with printing, salary increases, lane, and step mobility. Marcia Luptak requested they review the charts before they are used to calculate any changes to payroll.

2ND VICE PRESIDENT’S REPORT: MARCIA LUPTAK

Marcia reported she is fielding questions relating to step and payroll changes.

3RD VICE PRESIDENT’S REPORT: CASSANDRA WATSON

Cassie reported she is also fielding questions relating to step and payroll changes.

COMMITTEE REPORTS - (refer to reports included at the end of the minutes)

Grievance Committee (Howard Russo, Chair)

It was reported that they expect favorable resolutions to the grievances currently in process.

Faculty Development Committee- Marcia Luptak reported that sabbatical proposals are being reviewed.

Elections and Committees

Dan Kocher moved to consider items 1-4 as a consent agenda. Pat O’Brien seconded the motion. Cassandra Watson moved and Howard Russo seconded the motion to approve the consent agenda. The motion passed to approve items 1-4, below.

1. Lauren Nehlsen, Chair of GIST, requesting approval for Diane Kondratowicz to serve on the GIST Curriculum Subcommittee. Diane was nominated by the subcommittee members.
2. Mary Hatch, Dean VPAC, requesting faculty to serve on tenure committee for Antonio Ramirez. Tim Malone (coordinator) is required. Antonio requested Bill Pelz and the Dean selected Kimberly Tarver. All candidates are willing to serve.
3. Mary Hatch, Dean VPAC, requesting faculty to serve on a search committee to replace Stephen Gray. Mary’s request included explanation that two administrators with degrees in theater will be serving on the

committee since there are no full-time faculty members with degrees in theater. Faculty in the division are aware of the search and the following ECCFA members have expressed interest in serving: Marc Beth (Music), Marybeth Koos (Art), and David Zacker (Humanities)

4. Deb Letizio, Radiography Program Director, requesting approval for Stacey Shah to serve as the MAGIC rep and Angelika Stachnik to serve on the search committee for full time faculty position in radiography. Angelika is the only ECCFA member in the department.

OLD BUSINESS

Foundation Brunch: Gary Norden will attend the brunch to replace Armando Trejo.

Clinical/Experiential Learning Contracts: There has been no change in the process to finalize site contracts and the “bottle neck” persists. Luis will invite Dr. Sam to attend the next senate meeting to address the ECCFA concerns as they relate to student success.

NEW BUSINESS

Electronic Cigarettes: It was reported that students are smoking electric cigarettes on campus and in classrooms. Jessica Carpenter will inquire about any written policies that prohibit smoking electric cigarettes.

Accreditation Committee: Kimberly Tarver reported that she and another faculty member have been invited to attend meetings to prepare for the Higher Learning Commission Accreditation review. She questioned whether senate approval is needed. She was directed to gather additional information and report back.

AFT Higher Education Conference and the Legislative Breakfast: The secretary will send information to the membership to determine if members are interested in attending either event.

Thank you letter: The ECC Foundation sent a letter thanking the ECCFA for sponsoring a hole for the golf outing fundraiser. Tammy Ray will work on the design for the ½ page program layout.

DIVISION ISSUES

ADJOURNMENT

Roger Ramey moved and Pat O’Brien seconded a motion to adjourn at 4:26 pm. The meeting was adjourned.

NEXT MEETING: February 26, 2014

ECCFA Important Dates

February 26, 2014, ECCFA Senate Meeting, Library C-120, 3:00-5:00 PM

March 12, 2014, ECCFA Senate Meeting, Library C-120, 3:00-5:00 PM

March 24-March 30, Spring Recess, all facilities closed.

April 2, 2014, ECCFA Senate Meeting, Library C-120, 3:00-5:00 PM

April 16, 2014, ECCFA Senate Meeting, Library C-120, 3:00-5:00 PM

April 30, 2014, ECCFA Senate Meeting, Library C-120, 3:00-5:00 PM

May 14, 2014, ECCFA Senate Meeting, Library C-120, 3:00-5:00 PM

May 15, 2014, Semester Ends

May 16, 2014 ESL/GED Graduation

May 17, 2014, Commencement

COMMITTEE REPORTS

MAGIC (Kimberly Tarver & Clark Hallpike, Co-Chairs)

MAGIC has met once this semester to plan and develop activities for the semester. Draft bylaws are under development and will be shared with senate upon completion. MAGIC is sponsoring Dr. Rice, a speaker for Black History Month. They will partner with CETL to host a dinner dialogue on March 12, screening the film, "Unnatural Causes: Is Inequality Making Us Sick?" They will partner with external groups working for peace and justice in Elgin to screen the documentary, "The Interrupters" followed by Q & A with Aameena Matthews. MAGIC is exploring options to attend the White Privilege Conference in March at University of Wisconsin, Madison. The MAGIC schedule will be shared with the entire ECC community. All are invited to participate in MAGIC Conversations, meetings and events.

SLAAC Report 2/12/2014 (Eric Long)

General SLAAC News

- Finished fall information literacy project. Results are reported below.
- Currently reading samples to complete the latest writing assessment project.
- CAAP testing completed in Fall 2013.
- Looking to change the critical thinking outcome. What does this mean for the scientific literacy outcome?
- Faculty training

Information Literacy Project Summary

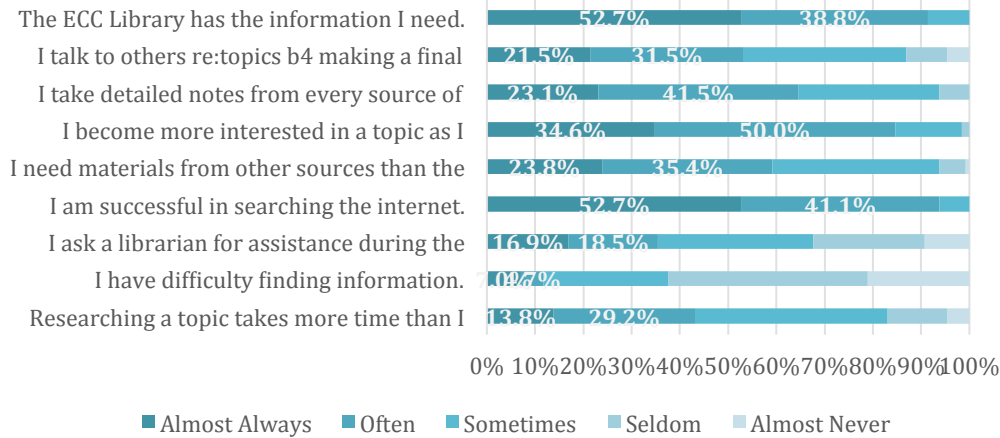
- 1) Separated Information literacy and technological literacy. The new info-lit outcome is:

Students will demonstrate the ability to identify, acquire, evaluate, and utilize information to accomplish a specific purpose by being able to:

- demonstrate proficiency in common office/academic software, internet navigation, and communication technologies;
 - identify and acquire information by using appropriate resources ethically, legally, and effectively;
 - evaluate the reliability and validity of information and its source(s); and
 - utilize information appropriate to accomplish educational outcomes.
- 2) Network of Illinois Learning Resources in Community Colleges (NILRC) to complete the project. This is a widely used tool in IL. Administered the test to graduating students.
 - 3) Results

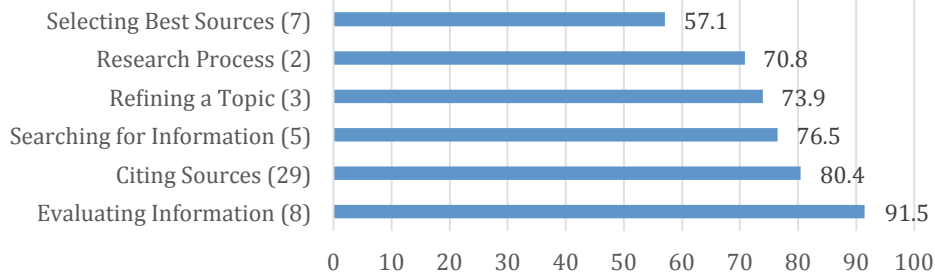
Test asks several perceptual questions.

Perceptual Questions

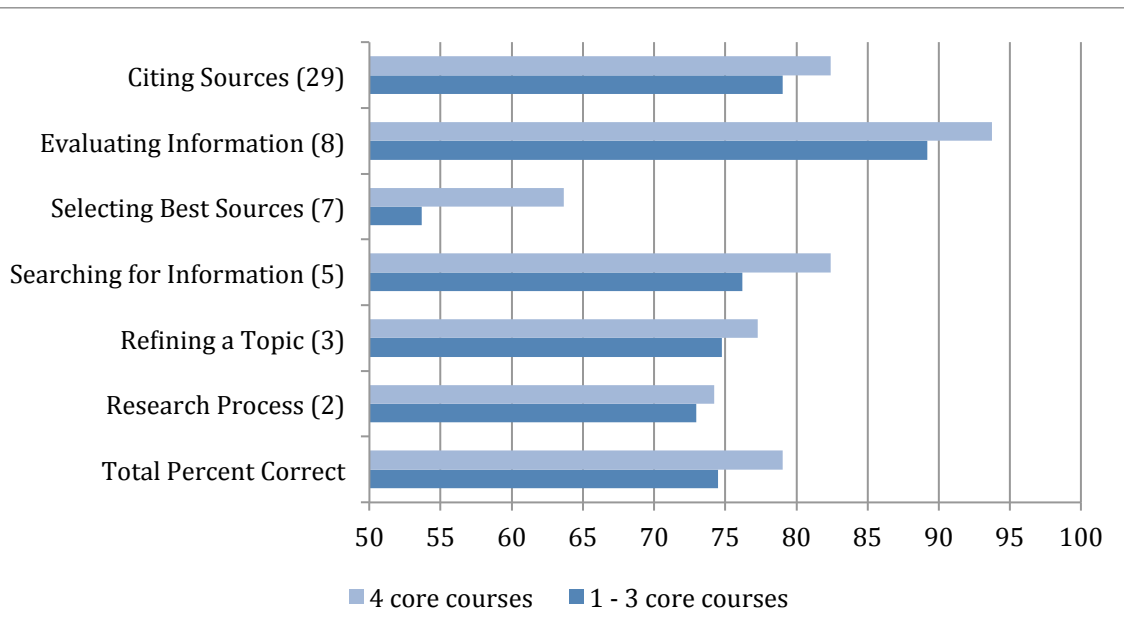


Tests asks several skill based questions. ECC students struggle with selecting best sources, but can evaluate information.

Percent Correct by Category



Completing the big four courses (ENG-101, ENG-102, SPH-101, PSY-101) does improve information literacy.



Discussion:

- Library instruction correlates with success
- Some difference between AAS and Transfer students
- Students tend to only gather the minimum number of sources
- Repeat study in 2015

CAAP Background

Assessment of the college’s general education outcomes began in 2005. The Collegiate Assessment of Academic Performance (CAAP) suite of exams developed by ACT was chosen by the faculty Assessment Committee to measure student learning in Writing Skills, Reading, Mathematics, and Science. The exams were administered to approximately 100 students per subject in selected classes each spring semester from 2005 to 2009. The committee then took a break from this tool while it refined the learning outcomes themselves, and pursued other methods of measuring student learning.

Current Project

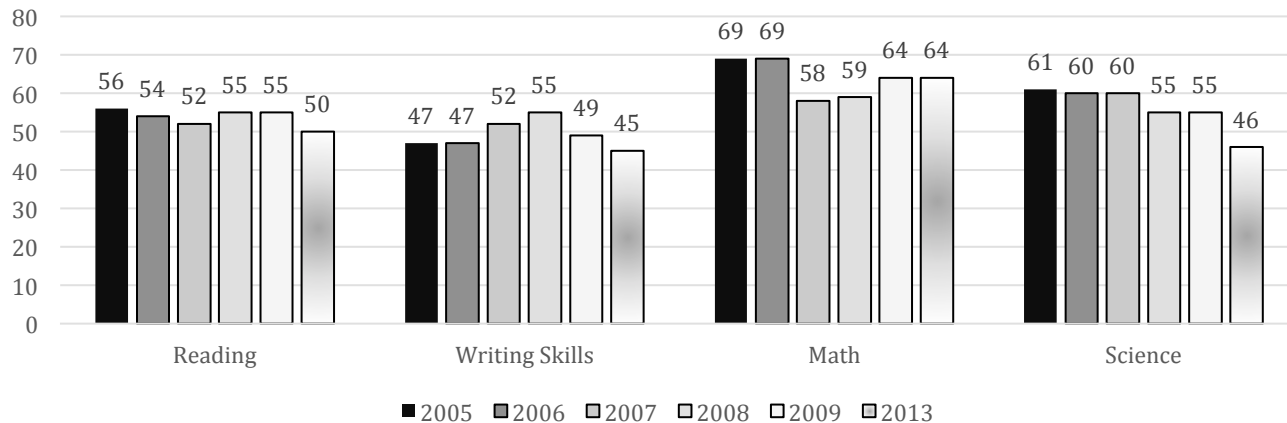
In 2013 it was decided to re-implement the assessments to get fresh data on how current students are performing. The same protocol was used, except the project was conducted during the fall semester, and the sample size was slightly increased to a target of 150 students per subject.

The college receives scaled scores ranging from 40 to 60, and then translates these into percentiles, based on how well ECC students score in comparison to sophomores at other participating public 2-year colleges. All subjects except for Science are broken down into 2 sub-scores. Historical results are tabulated and displayed graphically below.

Results

Year	Reading				Writing Skills				Math				Science	
	N	%ile	Arts/Lit	Soc/Sci	N	%ile	Usage/ Mech	Rhet- oric	N	%ile	Basic Algebra	College Algebra	N	%ile
SP05	105	56	60	56	102	47	50	50	109	69	70	66	106	61
SP06	96	54	59	54	92	47	50	49	90	69	70	68	95	60
SP07	111	52	54	56	104	52	58	53	108	58	63	60	99	60
SP08	78	55	58	57	79	55	61	54	75	59	60	60	77	55
SP09	87	55	58	55	90	49	55	51	88	64	67	57	90	55
FA13	153	50	51	53	171	45	48	47	162	64	66	65	145	46

Percentile Scores Compared to 2-year Sophomore National Average



ADDENDUM:

Submitted to Luis Martinez by Clark Hallpike at onset of meeting.

Comments on English Search Processe

In my 37 years at ECC, there has been one African American full-time instructor in English, who is no longer here. In my 37 years at ECC, there has been one Hispanic Full time instructor in English. What accounts for that? Are we not a **Hispanic serving institution** with over 30% Hispanic?

In the past five years at least five full-time instructors have been hired and none has been a person of color. There might be a contention that an offer was made to an African American, who did not accept, but the offer was bungled. The fact that they "**tried**" says nothing about their "**commitment**". The **net effect** is no person of color has been hired.

Do students of color feel that they **belong** to the institution, when they don't see instructors who look like them? Research shows that African Americans are better students, when they have instructors who look like them. "You can't teach me, if you don't know me"

There is also the contention that we should hire "**the best candidate**". Who is that? It is no different than going to a car dealer and asking for the "best" car. Doesn't it depend on the particular needs of the buyer? A Corvette, although a great American car, is not "the best" car for a family of six.

The "**diversity**" **conversation** is a difficult one. Are we willing to have it?