



SENATE MEETING MINUTES
AUGUST 26, 2015
3:30 PM – 5:00 PM, ROOM C-120

Call to Order at 3:30 pm: Luis Martinez

ROLL CALL:

Bill Akers, Elizabeth Becker, Pat Brutchin, Michele Brynelsen, Jessica Carpenter, Diane Flahaven, Sue Ford, Patrick Gordon, Clark Hallpike, Jennifer Jeschke, Luis Martinez, Christina Marrocco, Patricia O'Brien, Mary O'Sullivan, Joel Peck, Roger Ramey, Joyce Ross, Howard Russo, Ruby Sanny, Danielle Straub, Eleanor Swanson, Kimberly Tarver, Scott Vaszily

Absent: Heidi Brelsford, Mary Elfring, Liddy Hope, Loretta McCallister, Tammy Ray, Baudelaire Ulysse

RECOGNITION OF VISITORS & GUESTS

3:45 PM Dean Libby Roeger, Rose DiGerlando, Sharon Colby, Julie Schaid- Dual Credit (see IFT Resolution # 7 addendum)

Libby provided a comparison of Dual Credit in High School versus Dual Credit at College, highlighted ICCB Rules relevant to dual credit, HLC guidelines, and NACEP. Julie reviewed current ECC dual credit offerings. CTE credits offered at high schools are offered proficiency credit option at ECC. Evidence suggests dual credit supports matriculation. Comparing ECC dual credit enrollment to sister colleges, ECC appears to be low. U 46, District 300, 301 and 303 have requested more information about dual credit as public awareness increases. District 300 and an unnamed district are interested in more offerings physically at ECC. District 300 is interested in offerings at the high school location and new hiring credentials have elevated in preparation. St. Charles NORTH has dual credit option with University of Illinois; ECC is not the only option for school districts pursuing dual credit. Our numbers are lower than what Perkins expects and we are not meeting their thresholds with regard to dual credit. There is no current ECC plan in place. Questions & Discussion: Do courses offered at High School have to be high school employees? Do ECC faculty need to have HS credentials? ECC is interested in pursuing dual credit. Many topics were discussed including credentials, evaluation, college experience, limits to the number of credits students can earn via dual credit course taught at the high school, exploring transportation models, pathway offerings, course ownership, potential contractual issues, focus on senior year students, and incremental progress. Rose DiGerlando stressed that they share our concerns and request faculty involvement in any advancement. Faculty will be involved with developing a plan for ECC and representation on a work group has been requested.

New Faculty Orientation Committee- Heidi Eaton, Roda Ryan, Maria Bagshaw (written report distributed to senators)

In the past, this orientation was faculty led and offered by ECCFA leadership. ECCFA historically invited administrators and key support staff to participate and demonstrated collaboration between ECCFA and Administration. This year, the process was very different and attributed to a variety of reasons. Heidi Eaton was approved to facilitate a New Faculty Orientation Committee based on her sabbatical work. She previously shared the new model with the ECCFA and following approval, a committee was formed to further develop and implement. A series of orientation meetings addressing a variety of topics has been developed. D2L modules support ongoing orientation and serve as a resource; face-to-face meetings are included in the model. Roda

Ryan encouraged ECCFA to consider developing a module for the D2L platform. The orientation is a CETL offering and new faculty members earn lane movement credit. This committee was approved by the ECCFA and originally funded by SSI; the team has applied for funding to continue the work. The New Faculty TENURE & EVALUATION Orientation module will be a part of the New Faculty Orientation Committee. Next steps for the committee include developing a program for adjunct faculty.

SECRETARY'S REPORT: KIMBERLY TARVER- APPROVAL OF MINUTES OF AUGUST 12, 2015 MEETING

Pat O'Brien moved to approve the minutes; Roger Ramey seconded the motion. The motion passed with 2 abstentions.

TREASURER'S REPORT: ROGER RAMEY

The report represents the past year; the new budget is effective September 1.

PRESIDENT'S REPORT: LUIS MARTINEZ

- No search committee to replace Dr. James McGee is to be expected this semester. Dr. Goral will serve as interim dean.
- There is a need for updating the ECCFA constitution and bylaws to reflect changes of the last three years. Luis requested senators consider participating in a review process.
- There is a tenure and evaluation orientation session scheduled for Friday, August 28. An invitation to participate was sent by Marcy Thompson Patrick Gordon and me. I have my reservations about participating since we need to hear from Heidi Eaton and decide what role we want to play in these sessions. Concerns lie primarily with process.
- Is there an ECCFA tracking mechanism for committees and committee members?
- Discussed ECCFA role in committee requests.

1ST VICE PRESIDENT'S REPORT: PATRICK GORDON -

2ND Vice President's Report: Sue Ford- new membership list reviewed, 264 UA2, we need 4 more UA2 senators.

3RD VICE PRESIDENT'S REPORT: HEIDI BRELSFORD

1. Overload approved for the fall 2015 semester for the following UA1's
 - a. Linda Wade
 - b. Jeanette Pinion
 - c. Laura Meyer
 - d. Michael Parola
 - e. Cynthia Young
 - f. Sharon Doss
 - g. Kristina Stavroplos
 - h. Barbara Tarin
 - i. Amber Fornaciari
 - j. Lincoln Davis
 - k. Anita Armstrong
 - l. Ellen Herbert
2. Grant Schubert has volunteered to help with the membership drive for new and current UA1 who are not in the union.

COMMITTEE REPORTS -

Negotiations- (Howard Russo)

Grievance- (Sue Ford) Settlement related to professional development reimbursement. As of July 1, 2015, Rose

DiGerlando has right of refusal of proposals following approval by the Faculty Development Committee. Discussion related to writing of proposals and ensuring proposals are well written and meet established criteria.

Faculty Development committee will work to clarify expectations.

Elections Committee- (Ellie Swanson, Marge Schildknecht, Tim Anderson) no report

Membership Committee (Mary Elfring) no report

COPE – position of chair is open, no report

ECCFA Organizing Team Update- no report

ELECTIONS & COMMITTEE REQUESTS

Possible Consent Agenda includes items 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 14, and 15.

- Roger Ramey moved and Jessica Carpenter seconded a motion to approve to consider the items as consent agenda. Motion passed.
- Roger Ramey moved and Pat seconded a motion to approve the consent agenda. Motion passed.

The body discussed items 1, 12, and 13.

1. Tammy Few, HR, requested 2 members to serve on Employee Relations Work Group. The primary focus of this workgroup will be to help improve the working environment and morale of the employees at ECC through effective communication, recognition, and events; will also assist in the planning and execution of four college-wide events Convocation-Fall (new employee reception only), Convocation-Spring (new employee reception only), Holiday Breakfast, and the annual employee recognition and retirement reception. The workgroup will meet a minimum of once a month. Volunteers include Jessica Carpenter FT, Cathy Taylor UA1, Nancy Chahino UA2, and Kim Anderson UA2.
 - Kimberly Tarver moved to approve Jessica Carpenter and Cathy Taylor. Howard Russo seconded the motion. The motion passed.
2. Dr. Lott sent a request for 4 members to serve on CIS Faculty Position Search Committee. ECCFA has confirmed the following persons are willing to participate: Glenn Mayer, Helen (Huiyan) Wang, and Susan Timm.
3. Libby Roeger requested 3 faculty members to serve on an Ad Hoc committee focusing on Dual Credit. This committee will discuss and work to provide input for dual credit policy and processes for our college and K-12 District. Volunteers include Patrick Gordon, Cindy Hutman and David Reich.
4. Paula Amenta requests members to serve on a new initiative to create an Advisory Committee Handbook. Volunteers include Andy Erbach and Chris Newman.
5. Dr. Wendy Miller requests 2 faculty members to serve on the search committee for a Health Professions Retention Specialist. Volunteers include Angelika Stachnik, and Mary Arndt.
6. Sheri Lacy requests 1-2 ECCFA members to serve on the 2016 event planning committees for ECC Foundation Founder's Day. The committee will meet monthly, August through March. Volunteers include Sue Ford, Kim Anderson
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8. Faculty Development Committee requests a member from MSE; Steve Trail has volunteered.
9. Tenure Committee Request from Dr. McGee: Math Faculty, Michelle Kershner
Nicole Scherger – Instructional Coordinator

- Terri Martin – tenure track faculty’s recommendation
 Kenny Beynon – dean’s recommendation
10. Tenure Committee Request from Dr. McGee: Math Faculty, Abby Bailey
 Chalyce Deterding – Instructional Coordinator
 Dan Kernler – tenure track faculty’s recommendation
 Naima Bahaji – dean’s recommendation
 11. The ECCFA has received a request for faculty representation on a faculty search committee in SBCT for a welding position. Volunteers include Gary Norden, Len Fitzpatrick and George Rosa.
 12. The ECCFA has received a request for TWO faculty representatives on a search committee for a new associate dean of Sustainability, Business & Career Technologies. Volunteers include George Rosa, Laura Haske, Clark Hallpike.
 - Howard Russo moved to approve Clark Hallpike and George Rosa. Pat O’Brien seconded the motion. The motion passed.
 13. Dr. Wendy Miller requests two members of the faculty to serve on a search committee for a full time nursing faculty position. Volunteers include Karen Taylor, Diane Simeth, and Janet Flynn.
 - Elizabeth Becker moved to approve Janet Flynn and Karen Taylor. Pat O’Brien seconded the motion. The motion passed.
 14. Tenure Committee Request from Associate Dean Arun Goyal: Anatomy & Physiology Faculty, Ginger Bohlen
 Fred Vogt- Instructional Coordinator
 Luis Martinez- tenure track faculty’s recommendation
 Janet Whitsitt- Dean’s recommendation
 15. Tenure Committee Request from Dean Mary Hatch: Music Instructor, Shawn Maxwell
 David Zacker (faculty choice)
 Tim Kaar (dean’s choice)
 Marc Beth (instructional coordinator)

OLD BUSINESS

1. ECCFA Annual Family Picnic Update (Sue Ford)- Help with 3 or 4 smaller tents--greeting, food, beverage and band. Help with general set up on Friday afternoon and/or early Saturday morning--Tables/chairs; Help with planning and executing games for adults--Badminton/Volleyball and Croquet are on site--need set up; Games for kids--other than piñata; Purchasing help--paper products, ice, charcoal, pinata stuffing. Sue requested \$1325.00. for picnic expenses.
 - Pat O’Brien and Michelle Bynelsen moved and seconded motion to approve \$1325.00 The motion passed
2. ECCFA T-Shirts: \$5.75 for S, M, L, XL; \$7.50 for XXL; \$9.25 for XXXL; \$11.00 for Long Sizes. Received sizes for 164 members at cost of \$1020.00. Recommend 30 additional shirts for stock at cost of \$181.25. Combined total = \$1201.25.
 - Jessica Carpenter moved and Pat O’Brien seconded a motion to approve \$1201.25 for ECCFA t-shirts. The motion passed.

NEW BUSINESS

1. Senate Information: Brochure, Ground Rules, (Michele Bynelsen) Handouts were shared for senator reference. Best Practices discussion is deferred to a future meeting.
2. IFT Ambassador Program: free training (including travel, meals and hotel accommodations) to selected candidates on **September 26-27, 2015 in Westmont**, and ambassadors will receive ongoing support during their

participation in the program. Applications available on request. (See IFT Ambassador Program addendum)
Members are encouraged to apply.

3. Union Leadership Institute for 2015-2016 Registration Forms due to ECCFA October 5. ULI Dates are November 7-8, February 6-7, and April 23-24. Course descriptions and registration forms have been shared with the membership.
4. Seeking Cultural Competence in Hiring: Strategies for Attracting and Retaining the Faculty & Staff We Need for the 21st Century; Dates September 18 and October 16. Discussion: Faculty Leadership & Participation. Alignment with AFT recommendations. Faculty input is needed following the workshop. There is a request to offer alternate sessions. Will this replace existing online diversity training?
5. Latino Heritage Month Kick-Off Breakfast, Friday, September 11, 8:00-10:00 am. Keynote Speaker: Jesus "Chuy" Garcia. Tickets are \$20. Faculty are encouraged to attend.

DIVISION ISSUES

1. LVPA: Marybeth Koos was elected to serve on Sick Bank Committee and Faculty Development Committee.
2. CABS: John Mravik was elected to serve on Faculty Development Committee.
3. UA1: Jennifer Altman will serve on the Faculty Development Committee.

Adjournment

NEXT MEETING: September 23, 2015

2015-2016 Academic Year Senate Meetings

Wednesdays at 3:30 PM – 5:00 PM, C-120

September 9, September 23, October 7, October 21, November 4, November 18, December 2, December 10
January 13, January 27, February 10, February 24, March 9, March 30, April 13, April 27, May 11

COMMITTEE REPORTS

Date: 8/19/2015

❖ Committee: **ECCFA Grievance**

ECCFA Members of Committee: Susan Ford, Howard Russo, Co-chairs
Kristen Campbell, Janet Flynn, Cindy Hutman, Roger Ramey, Armando Trejo

Committee Activities:

Activities to Be Addressed: Grievance currently open—Faculty Development Reimbursement Approval
Howard and Sue met with Rose Digerlando and Tammy Few on Monday, 8/17 for 2 hours. We should have an acceptable settlement by the Senate meeting.

Date: 8/21/2015

❖ Committee: **Elections**

ECCFA Members of Committee: Ellie Swanson, Marge Schildknecht, Tim Anderson

No Report

Date: 8/25/2015

❖ Committee: **MAGIC**

ECCFA Members of Committee: CO-Chairs Clark Hallpike and Kimberly Tarver

MAGIC is open to all members of ECC and the surrounding community. This list is limited to faculty members and is due for updating this fall. The list does not include all members.

Ginger Alms, Naima Bahaji, Sharon Baker, Billie Barnett, David Carrillo, Christina Marrocco, Lori Clark, Javier Aliegro-Coronado, Joyce Fountain, Patrick Gordon, Rabi'a Hakima, Janice Hare, Marc Healy, Jabria Jassim, Glenn Joshua, Tim Kaar, Diane Kondratowicz, Terri Martin, Luis Martinez, Kathy Meisinger, Pat O'Brien, David Packard, Parul Raval, Valerie Repasky, George Rosa, David Rudden, Ethel Russell-Ajisomo, Manuel Salgado, Stacey Shah, Katie Storey, Susan Timm, Armando Trejo, Arturo Vazquez, Erica Vega

Committee Activities:

Schedule of Fall 2015 Events Hosted by MAGIC & Community Partners, including Gail Borden Public Library, ECC English Department, Elgin Police Department, Coalition for a Safe & Healthy Elgin, International City of Peace, and more!

September 21, 3:30-4:45 MAGIC Book Discussion

"If She Only Knew Me" by Jeff Gray & Heather Thomas

Presented by Dr. Parul Raval, Associate Professor of Education, and Deb Dempsey, Coordinator, Kane County Regional Office of Education

September 27, 2:00-4:00 at Gail Borden Public Library

Community Partnership Event

Not In Our Town Film: Waking in Oak Creek

Panel Discussion Members includes ECC Faculty members **David Carrillo and Antonio Ramirez**, and Chief Swoboda, Chief Edwards of Oak Creek WI, and Rev. John Halbert

October 15, 5:30-9:00 Dinner Dialogue: A Place to Stand, by Jimmy Santiago Baca

Documentary & Book Discussion

October 19, 3:30-4:45 MAGIC Conversation

"Why is Abuelita in the Closet? Invisible Africans in Mexico" Presenter: David Carrillo

October 28, 7:00-9:00 Community Partnership Event

Not In Our Town Film:

The Light in the Darkness

Panel Discussion

November 2 3:30-4:45 MAGIC Book Discussion

Who Owns the Ice House? By Clifton Taulbert & Gary Schoeniger

November 11, 7:00-9:00 Siegle Auditorium

Community Partnership Event

Documentary & Discussion

"The Mask You Live In"

SSI NEW Initiative:

Members of MAGIC have a long history of advocating for cultural competence and diversity on search committees. Following a national conference, faculty members of MAGIC sought to invite Cris Cullinan, Ph.D. to ECC to present a workshop to anyone involved in hiring processes at ECC. MAGIC collaborated with CETL, SSI Work Group, and HR/Professional Development, and submitted a proposal to SSI. Collectively, we worked with Cris Cullinan, Ph.D. to develop a full-day workshop specifically designed to meet ECC's perceived needs. The workshop was piloted last spring. Faculty were invited to attend. Participants were very supportive of inviting Cris Cullinan back to campus to facilitate a revised, half-day workshop on the integration of seeking cultural competence in the search process. This is not a workshop to promote general cultural competence, but rather is specifically focused on tools and methodologies that will help you craft thoughtful questions and identify culturally competent applicants.

MAGIC would like to point out that this workshop is in alignment with recommendations set forth by the American Federation of Teachers' (AFT) 2010 publication, "Promoting Racial and Ethnic Diversity in the Faculty: What Higher Education Unions Can Do." This publication can be accessed at <http://www.aft.org/sites/default/files/facultydiversity0310.pdf>.

Faculty are encouraged to sign-up for the September 18th workshop through the portal using the code CFD-400-320 or the October 16 workshop using the code CFD-400-321. If you have any questions about the workshop or the sign-up process, please contact the Professional Development/CETL office. Faculty, if you have a scheduling conflict due to a class, please follow your department/division procedures to arrange for a substitute.

Activities to Be Addressed: Spring semester planning

Proposals/Recommendations/Motions to be Presented:

- ✓ MAGIC recommends that the ECCFA encourage faculty to attend the workshop to:
 - provide feedback to SSI to encourage closer alignment with recommendations set forth by the AFT,
 - ensure that faculty are in a position of leadership with regard to hiring faculty specifically, and
 - demonstrate leadership to sustain and advance cultural competence and diversity of the faculty.

Submitted By: Clark Hallpike and Kimberly Tarver