



## **ALL FACULTY MEETING MINUTES**

JANUARY 12, 2017

12:30 TO 2:00, SIEGEL AUDITORIUM

Call to order by Luis Martinez at 12:35 p.m.

### **WELCOME & INTRODUCTION OF GUESTS (LUIS MARTINEZ)**

- Dr. David Sam, Elgin Community College President: He expressed appreciation for our work to support student goal achievement and extended regards to have a great semester!
- Presentation of Ceremonial Check: Luis shared our highlights philanthropic efforts supporting Project Backpack, Spartan Food Pantry and ECC Foundation; He stressed that the ECCFA is not entirely union focused;
  - Spartan Food Pantry Student Leaders: Members of Phi Theta Kappa received a \$1000 Ceremonial Check. ECCFA donated \$500 and collected an additional \$500 in cash contributions at the End of the Semester Party for a grand total of \$1000!!! Thank you to the membership for supporting Spartan Food Bank!
  - ECC Foundation Director, Katherine Sawyer, Vice Chair Larry Jones, and Director Mike Lee, KCTCU Officer received a \$10,500 Ceremonial Check: The ECCFA has pledged \$10,000 past few years to endow the ECCFA Endowed Scholarship Fund. The additional \$500 is a contribution from KCTCU toward the ECCFA Endowed Scholarship! A few words from Larry Jones, he is also an alum; he extended his appreciation to the faculty; he is also appreciative of the engagement the faculty has demonstrated as it impacts efforts to solicit funds from outside sources. The directors extend sincere thanks to the faculty.
- Tony Schuls, ECCP3- Tony is a former ECCFA member. He introduced Rick Green, former ECCFA Officer. Tony expressed how important it is to support the negotiation team and union leadership. ECCP3 is a group of retirees that monitor state pensions SUAA; he shared that they were able preserve COLA for pension annuitants. They are currently attempting to block creation of Tier 3 level of employees. He is asking folks to become ECCP3 members and shared that spouses are eligible to join ECCP3.
- Lynnette Sculuca, IFT Field Representative

### **OFFICERS REPORTS (REFER TO WRITTEN REPORTS)**

SECRETARY'S REPORT: KIMBERLY TARVER- APPROVAL OF AUGUST 18, 2016 MEETING MINUTES; HOWARD RUSSO MOVED TO APPROVE THE MINUTES; DIANA FLAHAVEN SECONDED THE MOTION. THE MOTION PASSED WITH 4 ABSTENTIONS

TREASURER'S REPORT: STEVEN "WOODY" WOOD: HE DISTRIBUTED COPIES TO INTERESTED MEMBERS. HE REPORTED THAT THERE IS NO DEFICIT. NUMBERS ARE BALANCED AND ON BUDGET.

**COMMITTEE REPORTS (REFER TO WRITTEN REPORTS) HOWARD RUSSO MOVED AND ELIZABETH BECKER SECONDED A MOTION TO ADJOURN TO COPE. NOW, WE ARE COPE-ING!**

#### **Committee on Political Education (COPE)**

- Lynnette Sculuca, IFT Rep: Fair Share Updates- last year, SCOTUS Frederich's case ruling resulted in maintenance of the status quo with no changes to fair share. She anticipates that other cases will present ongoing challenges. Springfield happenings include a potential "Grand Bargain" put together by Cullerton & Radogno regarding funding & reforms. There are currently 13 Senate Bills based on the grand bargain before the newly seated legislators. The premise is based on workers and unions being a source of Illinois' problems. SB 1 through 13 include education funding formula changes, minimum wage increase to \$11.00 within 5 years, local government consolidation via referendum, pay \$7 billion backlog of unpaid bills, CTU pension parity, budget appropriations thru 2017, gaming expansion bill, sugar beverage tax, pension reform bill including consideration to give up raises

to keep pensions intact, workers compensation, property tax freeze, and mandate relief impacting K-12 via elimination of PE and drivers education making it easier to 3<sup>rd</sup> party contract/outsource. Notice minimal tax increases. All of these bills were done without input from Madigan and Rauner. She read Madigan's reaction statement. Madigan is looking at an aggressive/progressive approach to address funding issues. The senate will start to hold hearings on January 24. Members may be asked to participate in initiatives to contact elected officials.

- COPE Drive
  - Tim Malone- History Professor and ECCFA Communications Committee Chair: Historically, the labor movement has had political aspects, controversial but inevitable. Unions need to be politically active. COPE is a necessity. There are forces opposed to education.
  - Kimberly Tarver- reviewed goals and activities referring to PPT (See addendum) COPE donation forms were distributed. Next steps include face to face and/or phone calls to ask for contributions.
  - Antonio Ramirez- Instructor of History: Andrew Pudzner is the nominee for Secretary of Labor; he is anti-union. Governor Rauner has an anti-union agenda. Antonio's wife works for Lutheran Social Services and the impact on those in need is very concerning. He talked about the political power of the union, particularly regarding election of Board of Trustees. Roger Ramey, a former ECCFA Officer has submitted an application and it has been challenged. Please sign up, contribute, and think about an additional contribution to support the effort to identify issues and candidates to support.
- Elections
  - Role of Board of Trustees & Impact (Patrick Gordon) The BOT votes on contracts, including the ECCFA contract. They also vote on things we need to do our jobs. Recently, there have been BOT members vote against funds for instruction. Elections matter.
  - Action Plan Overview/Timeline (Kimberly Tarver)- Presented PPT with goals and activities; forms requesting volunteers for specific activities was distributed. (The list of volunteer opportunities is included in the PPT addendum)
  - Luis shared that our membership is 500+ strong. Patrick requested that any folks with connections to other teachers unions assist with networking. All candidates will be invited to a senate meeting and to a candidate's forum to be co-hosted with SSECCA. There were passionate conversations about potential impact and concerns. The BOT has historically been a non-partisan body. Members are encouraged to focus on issues.
  - Elizabeth Becker moved and Howard Russo seconded a motion to adjourn from COPE. The motion passed.

## Negotiations

- Information, Q & A: Patrick Gordon, Chief Negotiator & Jessica Carpenter
- Patrick shared the list of team members. A media blackout is currently in force. The board's table team includes Peggy Heinrich, Sharon Konny, Dr. Enyard, Wendy Miller, Marilyn Prentice, Mary Perkins, and board members rotating include Jeffrey Meyer, Ellie McKinney, John Duffy, and attorney Terry Creamer. To date: 15 sessions with the board, in addition to preparation sessions. The BOT has requested mediator; Mediation starts February 3. He shared information about 8 regional community colleges; some have made some changes to lane and step but primarily, they have preserved lane and step, except CLC has eliminated steps, and lanes were reduced and re-designated to 6 bands. He shared a quote by Naomi Klein, "The rich and powerful use crises—whether real or mostly hype--- to frog-march the public towards goals they would otherwise never agree to. The connections weren't hard to see, as waves of 'crisis budgeting' were used to push charterization in Chicago" from How to Jump Start Your Union: Lessons from CTU.

Howard commented on the board's historical fear of deficit spending while simultaneously increasing reserve funding balance.

Wear buttons, wear blue. A strong showing of members attending BOT meetings is very important. Next meeting is January 24, 6:30 p.m. Everything matters. What do we do in the classroom? We teach and we work. He shared a list of actions to demonstrate support. We need personal email addresses. Go to [eccfaculty.org/list](http://eccfaculty.org/list) Expect a test email Friday. If you don't get it, please let us know.

#### **Old Business**

#### **New Business**

- **MAGIC (Susan Timm & Clark Hallpike) Civil Rights Forum, Friday, January 13, 7:00-9:00 p.m. Seigle Auditorium- email sent out giving information; FBI is involved and urgency to provide the event before the inauguration;**

#### **Division Issues**

**Adjournment: Move to adjourn made by Howard Russo and seconded by Kris Campbell. The meeting adjourned at 2:15 p.m.**

## WRITTEN REPORTS SUBMITTED

### **ECCFA Endowed Scholarship**

Four current/past recipients of the **ECCFA Endowed Scholarship** received a credential this December! Two of these scholarship recipients attended the ceremonies on Saturday, December 17. **Jovanna Franco** earned her **Associate in Arts** degree and attended the 10am ceremony. **Tania Borreo-Veaz** completed an **Associate in Applied Science in Human Services-Early Childhood Education** with Honors and attended the 2pm ceremony. Additionally, **Andrea Adams** is completed a **Vocational Specialist Certificate in Practical Nursing** and is a member of Phi Theta Kappa. **Beatrice Kimani-Perry** completed a **Vocational Specialist Certificate in Practical Nursing** with Honors.

**Ending Balance (June 30, 2016) \$44,211, now increased to \$54, 211**

### **ECCFA Visioning (K. Tarver)**

Priority 1, Adjunct Equity: Unit Adjunct Members will be listed in the College Catalog

Priority 2, Improve sense of community: Spring 2016 Workshop with David Carrillo

Priority 3, Improve communication:

- Book Discussion, "How to Jump Start Your Union" planned for Spring 2017
- Plan to implement AFT Text Messaging program, no cost, up to 10K messages/month

### **Sick Bank (Ryan Kerr)**

After collecting 112 donated sick days in September, we have awarded 28.5 days. Incidentally, these awards went to administrative and SSECCA employees, once again illustrating the generosity of ECCFA members who have donated sick days to be used by all employee groups. The current bank total is 268.5 days.

### **MEMBERSHIP REPORT (Mary Elfring)**

**Full Membership 531**

**Full Time 133**

Signed: 132

Fair Share: 1

**UAF 228**

Signed 204

Fair Share 24

**UA1 118**

Signed 60

Fair Share 58

**Inactive 52**

Signed 30

Fair Share 22

**Total signed membership 426**

Total Fair Share 121

80% signed

### **NEW FACULTY ORIENTATION COMMITTEE (Heidi Eaton)**

The committee did not meet as there were not new hires for Fall 2016 or Spring 2017.

## **CURRICULUM COMMITTEE (Leticia Starkov)**

The most updated draft of the Fall 2016 approvals of the Curriculum Committee is included in addendum. The final report will be ready in early January.

## **Honors Committee Report (Jason Kane)**

The Honors student population has remained consistent, showing a little recent growth. At the start of this term, we have 335 students who are listed as Honors students. However, a much smaller number of students may be actively enrolled in Honors courses. We have many new committee members this term, including two new student representatives. We held a successful Honors showcase at the end of the fall term that we hope to build on in the future into an expanded Honors symposium. Our partnership with PTK continues, and it looks as if our Honors in Action project has been a great success. The student project explores impacts of socio-economic status on literacy rates locally and globally. Hundreds of books were distributed to local children and families, volunteering was done at Boys and Girls Club and local schools, and over \$3500 was raised to support a school in Haiti. It looks like this Spring might produce a record number of Honors Program Graduates. An Honors Program Graduate completes at least 15 credit hours of Honors coursework while demonstrating leadership and service on campus.

## **MAGIC COMMITTEE REPORT FOR FALL 2016 (Susan Timm & Clark Hallpike, Co-Chairs)**

In Fall 2016, we sponsored five programs with an average attendance of 98 in attendance. At each event, we had students, faculty, administrators, staff, and community members join us. Generally, we've had good reporting through the *Observer* for these programs. We are finding that having the event during class times has increased student attendance dramatically.

Following is a listing by month of the events hosted on campus by MAGIC:

**October** Because Susan was brought on board after the semester started, after having some planning sessions, our first event was **Microaggressions on Campus**, which was held on Monday, October 3. We had 83 in attendance. **Browning of America & ECC** was the best attended event. It was held on Monday, October 24. In attendance were 180 Students, Admins, Faculty, Staff, and Community Members.

**November** On Monday, November 7, MAGIC hosted **Black Lives Matter** for which 93 were in attendance. We had good representation from the community and Elgin Police Department – Chief of Police and his entire tactile team attended; representatives from Gail Borden Library; and a representative from U-46. We brought in a guest speaker, Dr. Vincent Gaddis, History Professor, Benedictine University, who provided some historical background to BLM.

The bi-annual **Dinner Dialogue** continued in spite of the lack of funding for food on campus. This Fall on Wednesday, November 16 from 5:30-8:30 p.m., we showed the video *Class Actions*, that is part of the Not In Our Town series. The 38 attendees, including Elgin police officers, shared personal reflections on bullying in school, community safety, ways to address personal and community violence. Some tables discussed real, personal examples of racism in their lives that brought shocking awareness to others in attendance. Some shared their own admitted ignorance about racism was a step to address it in themselves.

**December**

Near the end of the semester, we hosted a **planning meeting** that was well attended (16 individuals from across campus and in a variety of positions including students, faculty, staff, and administration). Some who couldn't attend the meeting still sent in ideas for programs to be held this spring semester. Carl King of *Black History Family Festival, Inc.* attended the meeting and asked for MAGIC's support in expanding outside of Black History Month. Since the 2017 national theme is "Crisis in Black Education," he believes ECC would be a good partner. They are considering summer and fall events and want to get some ideas and connections throughout the community. MAGIC can definitely help promote the Black History Family Festival at 1 p.m. on Saturday, February 4, 2017 at Gail Borden Library. We look forward to more conversations about how we can assist in the summer and in the fall.

### **January 2017 - Staring Events Before Semester Begins**

We are partnering with Junaid Afeef of *Truman National Security Project* and *Muslims for the Common Good* by hosting on campus a **Civil Rights Forum for Elgin and Surrounding Areas** on Friday, January 13 at 7-9 p.m. in the Seigle Auditorium. The goal is to give community members information about hate crimes, about civil liberties issues (registering Muslims, deportation of undocumented persons, etc.) and also perhaps to help build or revive coalitions. Unfortunately, FBI's Special Agent in Charge Michael Anderson who asked for a forum to address these issues is only available before our classes start. He wanted to make sure the issues were addressed before the inauguration. The forum will also feature presentations from American Civil Liberties Union of IL speaker Edwin C. Yohnka discussing the various civil rights challenges a new presidential administration may bring along with how we can organize to safeguard ourselves and others, and an IL Coalition on Immigrant and Refugee Rights representative sharing insights and strategies. In addition to MAGIC and Student Life here on campus, sponsors include Gail Borden Public Library, Elgin Human Relations Commission, and Council of Elgin Religious Leaders.

### **Summary**

Currently, Clark and Susan are considering the timeline and the topics that have been presented through our planning meeting. We will be sending announcements of events shortly after the Spring Semester begins. Our plan is to have at minimum, one event each month starting with February (since we are assisting with the Civil Rights Forum in January) and continuing through the first of May (Classes end Wednesday, May 17.) If you have any suggestions, please email Clark ([challpike@elgin.edu](mailto:challpike@elgin.edu)) and Susan ([stimm@elgin.edu](mailto:stimm@elgin.edu)).

### **Equity Coordinating Council (Nancy Chahino)**

**ECCFA Members of Committee:** Nancy Chahino, Terri Martin, Johanna Cummings, Kim Tarver, Clark Hallpike.

**Committee Activities:** Regarding the AtD coaches visit in April, the senate suggested Wednesday, April 19 from 4:00-5:00 would be a good time to meet and greet with faculty.

The following links provide biography for Luzelma Canales (Data Coach) and Larry Litecky (Leadership Coach). Please note that Linda Watkins (formerly our Leadership Coach) has retired and Larry has replaced her in the Leadership Coach Position for ECC.

<http://achievingthedream.org/people/328/luzelma-g-canales-phd>

<http://achievingthedream.org/people/374/larry-litecky-phd>

### **Activities to Be Addressed:**

Below is Dr. Sam e mail that was sent to everyone Tuesday 1/10/2017

This year Achieving the Dream (ATD) is introducing a new self-assessment web survey, the Institutional Capacity Assessment Tool (ICAT), replacing the Principles Assessment Survey.

You may access the ICAT using this link: [Institutional Capacity Assessment Tool Link](#)

Use ECC's access code when prompted: **Ub07PdGW**

This tool is based upon seven capacities ATD has identified as critical in helping improve student success. You only need to complete the areas that align with your institutional knowledge and expertise:

- Leadership & Vision
- Data & Technology
- Equity
- Engagement & Communication
- Teaching & Learning
- Strategy & Planning
- Policies & Practices

All responses are anonymous and collected by AtD. Please complete the survey no later than **Friday, February 3**. These results will give us greater insights into where there is consensus of opinion and where there are perception gaps; use of common language to spark dialogue and engagement in our capacity conversations; and help generate ideas on how to build strength across all seven areas.

ATD will send us the survey results in February. On **Thursday, March 9 from 2 to 4pm**, the Student Success Infrastructure co-chairs and I will host an All College meeting to discuss the results, and our ATD coaches, Drs. Luzelma Canales and Larry Litecky, will use these results and minutes taken from the All College meeting to guide their ECC visit on Wednesday, April 19 through Friday, April 21.

**Recommendations/Motions to be presented:**

If any Faculty is interested in attending Achieving the Dream - DREAM 2017 Conference in San Francisco, California on Tuesday, February 21 through Friday, February 24, 2017. You are welcome to do so using your professional development Fund. (**SSI is not covering the expense**) The Opening Plenary Session and Opening Reception start at 4:15 pm and 5:45 pm respectively, on that Tuesday.

You may find information about the Achieving the Dream organization at: <http://achievingthedream.org/about-us> and more information about the 2017 DREAM Conference in San Francisco at: <http://s3.goeshow.com/dream/annual/2017/index.cfm>

**Submitted By:**

Nancy Chahino