



Wednesday, October 31, 2018

Senate Meeting Minutes

Name	Div/Term	Name	Div/Term	Name	Div/Term
Kimberly Tarver (President)	Pres., 2018-2020	Kris Campbell	HP/MSE, ends 2018	Diane Flahaven, (2 <sup>nd</sup> VP)	UAF2, 2018-2020
Ellie Swanson	LRIE/A/CEWD, 17-19	Ryan Kerr	CABS 2018-2020	Danielle Straub	UAF2, 2016-18 2018-2020*
Clark Hallpike	SBCT, 2018-2020	Pat O'Brien	CABS, 2017-19	<del>Pat Brutchin</del>	UAF2, 2017-19
Patrick Gordon (1 <sup>st</sup> VP)	SBCT, 2018-2020	Dawn Munson	CABS, 2017-19	Steve Wood (Treasurer)	UAF2, 2017-19 Temp FT
George Rosa	SBCT, 2018-2020	Parul Raval	CABS, 2017-19	Tammy Ray	UAF2, 2017-19
Mary Arndt (Secretary)	HP/MSE 2018-2020	Susan McGrath (3 <sup>rd</sup> VP)	UAF1, 2018-2020	Mary Elfring	UAF2, 2017-19
Tim Malone	LVPA, January 2017-19	OPEN	UAF1 2018-2020	Terri Birch	UAF2 2018-2020
Les McTighe	LVPA, 2017-19	OPEN	UAF1	Baudelaire Ulysse	UAF2, 2018-2020
Luis Martinez	HP/MSE, 2018-2020	OPEN	UAF1	Open	UAF2
Nicole Scherger	HP/MSE, 2018-2020	OPEN	UAF2	Open	UAF2
		OPEN	UAF2	Open	UAF2

**Regrets:** Received letter of resignation from Pat Brutchin.

Absent: Terri Birch, Kris Campbell (no substitute as of yet), Ryan Kerr, Tim Malone, Luis Martinez, Tammy Ray, Ellie Swanson

Meeting began: 3:17 pm

**Recognition of Visitors & Guests:**

- Emily Kies, Senior Director of Emergency Management  
 She defined a disaster as an event that exceeds the capacity of the college's resources that are used on a day to day basis. She is looking to move the program forward so employees and students are safe and feel prepared. Prevention measures will be emphasized. Community groups/resources will be investigated. She saw a gap in representation of faculty regarding what faculty need to know from Emily and what Emily needs to know from faculty. (See page 3 for faculty members that were approved by Senate to serve on the Emergency Management Advisory Council). Emily welcomes input. Her office is B 230.10.

Secretary's Report: Mary Arndt

- Approval of October 17, 2018 minutes  
Mary Elfring moved to approve. Patrick Gordon seconded. Motion approved with 4 abstentions.

Treasurer's Report: Steve "Woody" Wood – No report.

President's Report: Kimberly Tarver: See end of agenda.

1<sup>st</sup> Vice President's Report: Patrick Gordon – No report.

2<sup>nd</sup> Vice President's Report: Diane Flahaven – Still working on constituent list, working on matching the building with the people. Diane has been dealing with questions about an adjunct's teaching eligibility. Grievance Committee will advise.

3<sup>rd</sup> Vice President's Report: Susan McGrath – Investigating concerns about reimbursements – adjunct PEB reimbursement expenses need to be incurred during the semester. Reason for the rule: not always sure the adjunct's class will run.

### **Committee Reports**

**Negotiations:** Patrick Gordon – There is a meeting next week regarding some supplemental assignment chart issues. Patrick reminded faculty members that if they are asked to do anything outside the contract chart, contact your Senator because pay for additional duties need to be negotiated.

**Grievance:** Ellie Swanson & Howard Russo – see below.

### **Committee Report: Grievance**

Members: Howard Russo—LVPA (co-chair), Ellie Swanson—LRIE/ESL/ABE (co-chair), Kris Campbell—MSE/HP, Jessica Carpenter—CABS, George Rosa—SBCT, Diane Flahaven—UAF

Grievance Committee has addressed the following issues since the last report:

- Mentoring payment
- FMLA leave questions
- Program review report writing
- Dual credit issues
- Course capacity discussions
- Discipline matters

Please contact the Grievance Committee with any questions or concerns.

Respectfully submitted,  
Howard Russo, Ellie Swanson  
Grievance Committee co-chairs

**Sick Bank** (Heidi Eaton) See report at end of agenda.

**Adjournment to COPE** (Chair: Luis Martinez)

Patrick Gordon moved to adjourn to COPE. Nicole Scherger seconded. Motion approved.

- 30% of ECCFA membership did not vote during the last midterms; list of ~130 members to contact to GOTV – Kim Tarver asked for help to call the 130 members to encourage them to vote.
- Visit IFT website for endorsements <https://www.ift-aft.org>
- Meeting with potential BOT candidate; continue recruitment following election.
- Plan to develop questions for vetting process for BOT candidates to include questionnaire and interviews to commence in early January.

Pat O'Brien moved to adjourn from COPE. Mary Elfring seconded. Motion approved.

### **ELECTIONS & COMMITTEE REQUESTS**

1. Via Email: The following members were approved to serve on search committee for FT Nursing Faculty: Full Time Nursing Faculty: Catherine Incapreo, FT Nursing, Karen Taylor, FT Nursing, Michele Brynelsen, FT Nursing, and Dr. Luis Martinez, FT Anatomy. No action acquired.
2. Safety Committee (Robin Cook): At the last meeting, ECCFA approved Dawn Munson to serve. The committee is particularly interested in a member who is familiar with labs such as chemistry or biology and requests we recruit an additional member. Jill Turro has volunteered. Pat O'Brien moved to approve Jill Turro for the Safety Committee. Mary Elfring seconded. Motion approved.
3. Emergency Management Advisory Committee (Emily Kies): **1 full time, 1 adjunct faculty requested.** Volunteers include: Jill Turro (FT Culinary), Susan McGrath (UAF, Math), Erin Menig (UAF, Geology), John Mravik (FT, English), Heidi Eaton (FT, Digital Tech), Nick Obradovich (FT, English), Susan Robinson (FT, Theater, conflict with first 2 meetings), John Karnatz (UAF, Communications)  
Pat O'Brien moved to approve John Mravik and John Karnatz. Dawn Munson seconded. Motion approved with one abstention.

ECCFA Openings:

1. Grievance Committee Vacancy: UAF1 (1)
2. Senate Vacancies: UAF1 (3), UAF2 (5), Sub for Kris Campbell MSE/HP
3. Communications Chair: (1)

### **OLD BUSINESS**

1. SWANS Support: Colleen Stribling FT A/CEW, tabled on Thursday, Ellen Herbert UAF/ESL, made lapel ribbon pins; received several emails extending appreciation for support from people across campus. Dawn Munson coordinated the bulletin board. Many others were involved! Thank you to all!
2. Where are the plaques that were in the F building hallway, commemorating various individuals? Dawn Munson is investigating. Volunteer requested to assist with plaque locations and write proposal to recognize 30+ year faculty member, Bob Steinbach. Considering petition to BOT.

## **NEW BUSINESS**

### **DIVISION ISSUES**

1. HPMSE Adjunct Faculty Division Meeting, Wednesday, November 14, 6:30-8:00 p.m., A206
2. Clark Halpike wants to look at revising/updating the ECCFA diversity statement to be more representative of the diversity in which ECCFA believes. It would be helpful when discussing diversity issues with administration. Clark agrees to lead in this effort. Baudelaire Ulysse agreed to help. They will bring a draft to ECCFA for review.
3. Mary Elfring on current search committee for English faculty. Received concerns on how current adjunct applicants are seen in the process.

### **ANNOUNCEMENTS**

1. ULI: First session this week includes Diane Flahaven UAF attending from Grievance; Virginia McHugh-Kurtz UAF attending Worksite Leadership Training; Baudelaire Ulysse UAF attending Grievance; and Kimberly Tarver FT attending Worksite Leadership Training.
2. Please encourage eligible students to participate in focus groups per the email from Institutional Research.
3. ICCFA Conference [http://www2.iccb.org/iccfa/?page\\_id=22](http://www2.iccb.org/iccfa/?page_id=22).
4. Call for NISOD Nominations; contact [ehope@elgin.edu](mailto:ehope@elgin.edu) for details.
5. Save the Date! Assessment Diaries: February 8, 2019

### **ADJOURNMENT**

Senate Meetings for AY 2018-2019: 11/14, 11/28, 12/12, 1/9, 1/16, 1/30, 2/13, 2/27, 3/13, 4/10, 4/24, 5/8  
Baudelaire Ulysse moved to adjourn. Mary Arndt seconded. Motion approved.  
Meeting adjourned at 4:55 pm.

**Committee: Sick Bank**

2018-2019 Sick Bank Membership:

LRIE/ESL/ABE – 1 member

Stacey Shah, Term exp 2020

SBCT - 1 member

Heidi Eaton (Chair), Term exp 2019

CABS - 1 member

Ryan Kerr, Term exp 2019

HP/MSE - 1 member

David Martin, Term exp 2019

LVPA - 1 member

Javier Coronado-Aliegro, Term exp 2019

UA2 - 1 member

Mary Peterhans, Term exp 2019 (Virginia McHugh-Kurtz on sabbatical, Mary was voted in at the ECCFA Fall meeting to serve out the term)

Committee Activities:

Forms were distributed at the Fall Opening Day meeting and via email, and returned to Heidi Eaton by September 15, 2018. The faculty generously donated 101 sick days for the 2018-2019 Academic Year.

Thank you emails from Lesia Gemelli went out to those that donated. Heidi will be sending out handwritten thank-you's to faculty as well on behalf of the committee.

The following days have been awarded since January 2018:

- 10 days were awarded to a SSECCA FT in June 2018
- 8 days were awarded to an ECCFA UAF in September 2018

As of October 22, there are 272.7 days in the sick bank. Donating to the sick bank is a great way to help fellow employees in need.

Activities to Be Addressed: The UA1 term remains vacant. Members were solicited at ECCFA's All Faculty Meeting in January.

Proposals/Recommendations/Motions to be Presented: None.

Submitted By: Heidi Eaton Submitted on: October 22, 2018

**President's Report:** Kimberly Tarver (This is a LONG report! It's been a busy couple of weeks!!!)

- Met with Dr. Sam- a group of employees with experience working for proprietary/for-profit higher education are meeting to discuss possible ideas for ECC; no faculty participating; he agreed to welcome faculty participation. Two members have offered to participate. Discussed BOT attendance at Seeking Cultural Competence & Diversity in Hiring workshop. Dual Credit legal issues and benefit to ECC and students, +/-
- Met with Chief Kintz, Emily Kies and Robin Cook to discuss windows on faculty doors; shared faculty concerns; security tends to discourage it – ultimately up to the faculty member; anticipate recommendations.
- Attended Northwestern Illinois Education Coalition Meeting: discussed dual credit and political action plan for 2018-2019

- Attended IFT Higher Ed Constituency Council: informal discussions regarding Dual Credit resulted in invitation to serve on the IFT Dual Credit Task Force; Overview of IL Higher Ed Competitive Program (DRAFT), Overview of IL Attorney General impact on unions, Overview of Gubernatorial appointments to Boards & Commissions, Emphasis on “Drop Letter Response”; Spring Campaign – “Fund Higher Ed/Fund Our Future”
- ECCFA Leadership Planning meeting to review major themes and possible directions
  - **Retiree Membership** and Retiree Council- send bylaws for review by Senate and present to membership at opening day; consider first year dues to be waived.
  - Grievance - prepare for Howard’s retirement; fill open positions; decrease role in representing faculty in discipline meetings. Need to have others fill in the role of union representative in discipline meetings. Should not always be someone from Grievance. ECCFA will provide some training in the future for this role.
  - **Discipline Rep Team- recruit senators and/or members; in-house training**
  - Dual Credit - representative to IFT task force; research is needed to clarify other issues, consider budget to pay retiree.
  - COPE - BOT Elections; vetting process; 8 week timeline to GOTV; connect with District 509 educators & related union leaders; clarify steps to support other unions including letter of support and donations to strike funds; participate in IFT Spring Campaign to Fund Higher Ed.
  - Drop Letter Response Team - form and train team; develop message & action plan (recommended by IFT).

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- Engagement/Relationships - set guidelines for retirement recognition, bereavement; diversity statement review/revision.
- **Communication** - explore password protected website, private Facebook, explore other streams of communication.
- Adjunct Equity - educate members and promote the need to work toward equity.
- ECCFA role in Hiring Process - establish guidelines to recruit/approve members to serve on search committees; establish considerations for UAF applying for FT faculty positions.
- Negotiations - strong team is necessary; plan to budget for “Strike Fund.”
- SSECCA & ECCFA leadership meeting to discuss common concerns with HR process, COPE timeline and action plan, District 509 collaboration. Discussed institutional costs associated with negotiations, ULPs, etc. Plan to submit FOIA regarding these costs. Discussed shared Bulletin Board themes including “Who is the UNION?” Photos needed.