



Wednesday, August 28, 2019

Senate Meeting Minutes

Name	Div/Term	Name	Div/Term	Name	Div/Term
Kimberly Tarver (President)	Pres., 2018-2020	Kris Campbell	HP/MSE, 2018-2020	Lissette Prince	UAF2, HP/MSE 2019-2021
Ellie Swanson	LRIE/A/CEWD, 2019-2021	Ryan Kerr	CABS 2018-2020	Danielle Straub	UAF2, CABS 2018-2020
Clark Hallpike	SBCT, 2018-2020	Pat O'Brien	CABS, 2019-2021	Baudelaire Ulysse	UAF2, LVPA 2018-2020
Patrick Gordon (1 st VP)	SBCT, 2018-2020	Ruby Sanny	CABS, 2019-2021	Terri Birch	UAF2 LVPA 2018-2020
George Rosa	SBCT, 2018-2020	Manuel Salgado	CABS, 2019-2021	Tammy Ray	UAF2, SBCT 2019-2021
Mary Arndt (Secretary)	HP/MSE 2018-2020	Susan McGrath (3 rd VP)	UAF1, HP/MSE 2018-2020	Mary Elfring	UAF2, CABS 2019-2021
Susan Robinson	LVPA, 2019-2021	OPEN	UAF1	Bruce McLane	UAF2 2019-2021
Les McTighe	LVPA, 2019-2021			Kate Thommes	UAF2 2019-2021
Luis Martinez	HP/MSE, 2018-2020			OPEN	UAF2
Nicole Scherger	HP/MSE, 2018-2020			OPEN	UAF2
Steve Wood	Treasurer (non-voting)			xxx	xxxx

Absent: Pat O'Brien, Susan Robinson, Steve Wood substituted for George Rosa

Recognition of Visitors & Guests:

Anthony Ray, New CHRO: Greeted ECCFA; discussed his team philosophy; encouraged feedback

Secretary's Report: Mary Arndt

Approval of August 14, 2019 Meeting Minutes

Luis Martinez moved to approve the minutes. Kris Campbell seconded. Motion approved with 3 abstentions.

Treasurer's Report: Steve "Woody" Wood

Reviewed budget. For second year in a row – did not have to increase membership dues. New fiscal year starts this Monday. We are in solid financial position.

President's Report: Kimberly Tarver

- Attended CODFA Rally: Luis Martinez, Jessica Carpenter, Kris Campbell, Ellie Swanson, Armando Trejo, Dawn Munson, Joe Rosenfeld
- Attended Rep Karina Villa's Education Task Force Meeting: a) LGBTQ HS Curriculum; I requested we have a liaison to convey information, b) HS students are leading Equity Workshops for Faculty & Administrators; c) Support the Census; form community councils or partner with other organizations; d) big announcement expected at 8/28 event at Fabyan Windmill
They would like us to identify a liaison to convey information between ECCFA and the task force. Give suggestions to Kim Tarver.
- Dr. Sam: reviewed BOT meeting topics and discussed employee & labor relations
- ECCFA Leadership Meeting: brainstormed general topics to share with CHRO
- Initial Meeting with Anthony Ray, CHRO: Productive discussion on how to deal with issues; organizational structure/procedures
- Alison Douglas is coordinating BOT, COW & Finance meeting sign ups; thanks Alison!
- To Do: Equity Week, Labor Day Bulletin Board, Member Engagement Activity
- ACTION: Elections Task Force- charge to investigate electronic voting options and present to Senate

1st Vice President's Report: Patrick Gordon – No report.

2nd Vice President's Report: Vacant- Susan McGrath is assuming responsibilities in the interim. No report.

3rd Vice President's Report: Susan McGrath – Still getting requests for overload.

Committee Reports

Negotiations: Patrick Gordon – Longevity step – next year. No report.

Grievance: Kris Campbell & Jessica Carpenter Co-Chairs – several issues regarding load protocol.

Jessica is taking over dual credit negotiation. Someone else from the committee will be co-chair.

Doing research when administrators teach

Voluntary vs involuntary overload

Mentoring faculty

Misplacement on salary schedule

Step and lane recognition: Grievance working with HR to get a new notice to everyone before the first of the year, for clarification.

Ryan Kerr moved to adjourn to COPE. Patrick Gordon seconded. Motion approved.

COPE (Chair: Luis Martinez):

1. IFT Resolution to Convention: Fair Tax
Kim Tarver discussed the Fair Tax resolution to be voted on in the Illinois General Assembly in October. We are being requested to “sign on” in support of the Fair Tax. Kim wants us to review the document she distributed. We will vote on this at the next meeting.
2. Members can opt out of small amount of money that IFT uses from our dues for political action. That portion of the dues would be donated to an IFT scholarship fund. COPE Redirection forms (for redirection of funds) are available upon request
3. Senator Castro Event, Wednesday, September 4, 6:00-8:00 at Danny’s on Douglas

Kris Campbell moved to adjourn from COPE. Mary Elfring seconded. Motion approved.

Elections & Committee Requests

- **Open Officer Position (2nd VP) & Impact of Bylaws Change**
Kris Campbell nominated Ellie Swanson as 1st VP and Patrick Gordon to continue as Chief Negotiator until the new ECCFA election in April 2020. Chief Negotiator will now be a separate elected position. Mary Elfring seconded. Motion approved.
- **2nd VP – must become a Senator, then be appointed and approved by Senate.**
- **IFT Convention Delegate Elections:** up to 6 delegates can be elected by secret ballot. By the next meeting, we need to elect up to 6. Kim Tarver will notify entire membership that this is an opportunity. Date: 10/18 – 10/20/19, Hyatt Regency O’Hare.

Now just 2 UA2 openings and 1 UA1 opening for ECCFA Senate.

I requested the following information be provided when volunteering to serve on a committee:

- Division/department,
- Full-time, UA1 or UA2, and
- A summary statement of your interest and qualifications to be considered by Senate.

Student Disciplinary Committee (3 members requested)

1. Terri Birch, UA2, LVPA/Art
2. Sharon Baker, FT, CABS/Psychology;
3. Tim Anderson, CABS/Communications, FT
4. Ariel Larson, UA2, CABS/Communications

Nicole Scherger moved to approve Terri Birch, Sharon Baker, and Tim Anderson. Tammy Ray seconded. Motion approved with 3 abstentions and one no vote.

Economics FT Search (up to 5 members requested)

1. Leticia Starkov, FT, SBCT/Economics
 2. Ranae Ziowski, FT, SBCT/Acct/Bus/Econ/Supply Chain: Instructional Coordinator
- Kris Campbell and Patrick Gordon seconded. Motion approved.

Music FT Search (Up to 5 members requested)

1. Shawn Maxwell, LVPA/Music, FT
2. Marc Beth, LVPA/Music, FT, Instructional Coordinator
3. Arturo Vazquez, Jr. FT/CABS/Psychology
4. Larry Dieffenbach, UAF/LVPA/Music – being pulled because it's not verified he attended the cultural class
5. Dave Reich, FT/SBCT, Welding
6. Kimberly Reed, UA2, CABS, Sociology – being pulled because it was discovered during the meeting she has not attended the cultural class

Luis Martinez moved to approve Shawn Maxwell, Marc Beth, Arturo Vazquez, and Dave Reich. Mary Elfring seconded. Motion approved.

Math FT Search (5-7 members requested stipulating a majority must be comprised of full-time math faculty; this search will hire 2 FT Math faculty)

1. Catherine Moushon, FT, HP/MSE/Math
2. Greg Wheaton, FT, HP/MSE/Math/Instructional Coordinator
3. Michelle Kershner, FT/HP/MSE/Math
4. Susan McGrath, UA1, HP/MSE/Math
5. Diane Flahaven, UA2, HP/MSE/Math
6. Chalyce Deterding, FT/HP/MSE/Math
7. Kenneth Beynon, FT/HP/MSE/Math

Luis Martinez moved to approve the whole list above. Patrick Gordon seconded. Motion approved.

Full Time Humanities Faculty Search Committee: (Up to 5 faculty requested to serve. Plan to begin mid-September and finish in November.)

1. Kimberly Reed, UA2, CABS, Sociology
2. David Zacker, FT/LVPA/Humanities, Co-Instructional Coordinator

3. Les McTighe, FT/LVPA/Humanities, Co-Instructional Coordinator
Kris Campbell Moved to approve the 3 above pending cultural verification of taking the cultural class.
Mary Elfring seconded.
Discussion: Les McTighe knows another person that wants to serve, but he is in the tenure process.
Discussion ensued regarding wisdom of a non-tenured faculty member being on a search committee.
Kim Tarver added that Kimberly Reed did not attend the cultural class.
Kris Campbell amended the motion to include only Dave Zacker and Les McTighe and Les to be on the committee. Mary Elfring seconded. Motion approved with one abstention

Full Time ECC Police Officer (1 member)

1. Mary Arndt, FT, HP/MSE/Nursing
Ryan Kerr moved to approve Mary Arndt for this search committee. Kris Campbell seconded. Motion approved.

TENURE COMMITTEE:

Sarah Burkhart, ESL: Sarah's pick is Susan Timm. Dean's pick is Colleen Stribling. There is no Instructional Coordinator, therefore, Sally Guy is being recommended to ensure there are 3 faculty members. Additionally, Marcia Luptak will serve as a non-voting administrator in addition to Elizabeth Hobson, Dean.

OLD BUSINESS

1. Reapportionment of Senate seats – 1 for every 10 members for full-time; 1 for every 20 for UAF2; 1 for every 40 for UAF1; round up at 5.
2. Project Back Pack (Tammy Ray). Tammy gave a presentation on the success of ECC's Project Backpack. ECCFA was a Gold Supporter for its donation to the project.
3. Credential & Placement Review (K. Campbell)

NEW BUSINESS

1. GIST (CRISTINA MARROCCO) SEEKING ASSISTANCE FOR BILL PELZ GLOBAL SPEAKER SERIES. ATTENDANCE FOR THESE EVENTS HAS BEEN LARGE AND GROWING. OUR LAST EVENT FILLED THE AUDITORIUM. WHILE OUR WONDERFUL SPEAKERS ARE THE MAIN ATTRACTION AND THE REASON FOR GREAT ATTENDANCE, THE FACT THAT WE SERVE LIGHT REFRESHMENTS ALSO TRULY HELPS TO DRAW A CROWD. BECAUSE OF THE GROWTH IN SIZE, WE ARE CHALLENGED TO COVER THE COST OF ENOUGH REFRESHMENTS OUT OF THE GIST BUDGET. REQUEST FOR \$200 PER SEMESTER TOWARD REFRESHMENTS. LES MCTIGHE MOVED TO APPROVE \$400. LUIS MARTINEZ SECONDED. STEVE WOOD SAID THERE IS ENOUGH MONEY IN THE BUDGET. MOTION APPROVED.
2. IFT CONVENTION OCTOBER 18-20, 2019, AT THE HYATT REGENCY O'HARE CHICAGO KIM TARVER WILL SEND INFORMATION TO MEMBERS FOR OPPORTUNITY TO BE DELEGATES. KIM TARVER AND LUIS MARTINEZ ARE ATTENDING.

IFT HIGHER EDUCATION CONSTITUENCY COUNCIL WILL MEET ON OCTOBER 18. KIM TARVER & LUIS MARTINEZ ARE MEMBERS.

3. Collar Counties Higher Ed President's Council ADJUNCT MEETINGS: 9/7/2019 Lombard IEA Office 9 am-noon. Terri Birch has volunteered to attend.
4. Labor Day – Kim Tarver is asking for someone to post some pictures promoting labor on the ECCFA bulletin board. Ellie Swanson will ask Dawn Munson. If Dawn cannot, Ellie will do it.

DIVISION ISSUES

1. UAF Opening on Faculty Development (Thank you Mary Elfring for your service!)
2. Tammy Ray was approved to represent ECCFA on CETL Advisory Committee; role shift to serve as Distance Learning representative (clarification). She will technically not be an ECCFA representative. Need another rep – let Kim Tarver or Ellie Swanson know or will put out a request.
3. HPMSE UAF Division Meeting: Wednesday, September 11 from 6:30-8:00 pm in A206
Susan McGrath and Baudelaire Ulysse will attend.

ANNOUNCEMENTS

1. AFT Student Debt Clinic on Friday, September 13 at 1:00 p.m. in C-120
2. Tornado Drills week of September 3-6. See e-mail from Emily Kies for details.

ADJOURNMENT

Kris Campbell moved to adjourn. Mary Elfring seconded. Meeting adjourned.

Senate Meetings for AY 2019-2020

FALL 2019

Aug 14, Aug 28, Sept 11, Sept 25, Oct 9, Oct 23, Nov 6, Nov 20, Dec 4

SPRING 2020

Jan 8, Jan 22, Feb 5, Feb 19, Mar 4, Marc 18, Apr 1, Apr 15, Apr 29, May 13

Committee Reports

Membership Report

Reviewed FT Faculty Numbers by division to assess senate seats: LRIE/A/CEWD (7), SBCT (29), CABS (37), HP/MSE (41), LVPA (18); Adjusted Seats = 1 additional HP/MSE senate seat

ADDENDUM: Committee Volunteers Information

Requested information be provided when volunteering to serve:

- Division/department,
- Full-time, UA1 or UA2, and
- A summary statement of your interest and qualifications to be considered by senate.

Student Disciplinary Committee (3 members requested)

1. Terri Birch, UA2, LVPA/Art: As an instructor for eighteen years, I believe I can provide a valuable contribution to the student disciplinary process. My focus is on being even-tempered, fair, and efficient. My strengths include having a broad understanding of this generation of students and the challenges facing them. I have experience in multi-culturalism and teaching students from widely disparate backgrounds. I see being a part of the Student Disciplinary Committee as a process in making a distinction between a need for remediation and a need to protect the overall learning environment for our students. It is my hope to serve Elgin Community College and to learn the many facets of being a part of this community. Thank you for your time and consideration
2. Sharon Baker, FT, CABS/Psychology; In addition to FT teaching at ECC for the past 10 years, I previously worked in the Student Services Dept. for 6yrs developing retention and student success strategies.
3. Tim Anderson, CABS/Communications, FT: I have served on this committee for multiple years, and have often been one of a few members that has remained consistent while other seats have changed. I feel that my knowledge of committee past practices and procedures (and even knowledge of past cases) has been extremely beneficial to provide context to the committee as a whole as we discussed recommendations for discipline. I would like to continue serving to continue in this capacity.
4. Ariel Larson, UA2, CABS/Communications: I'm a UA2 and I'd like to offer myself as a volunteer for: 1) Student Disciplinary Committee I am interested in this because I'd like to get more involved in the college. Also this is an area I'd like to learn more about. My service would benefit the committee because I have a "pro-student" outlook and my suggestions on courses of actions would center around "what is best for the student?" and "what is the best way for the student to learn from this?". I have been teaching at ECC since Fall 2013 and have had very few disciplinary issues with the students I've met. This serving opportunity would enable me to grow and widen my perspective on what is happening today. Thank you.

Economics FT Search (up to 5 members requested)

1. Leticia Starkov, FT, SBCT/Economics: I am interested in serving in the Search Committee for Economics Instructor. I have advocated for this position since the search for a full-time instructor was closed back in 2005. I have coordinated the last two or three cycles of program review for Economics and have documented the need of a full-time instructor. If I am giving the opportunity to serve in this committee, I will use my experience teaching the discipline to contribute to the search in finding the best candidate for the position. Please let me know if you have any questions. I thank you in advance for your time,
2. Ranae Ziowski, FT, SBCT/Acct/Bus/Econ/Supply Chain: Instructional Coordinator; As Instructional Coordinator for the Economics area for the past several years, I have worked with Leticia and the adjunct faculty to meet class/section need as this area has grown. I have advocated, along with Dr. Starkov, for this position to meet the increasing demands of this area. I was involved in the hiring of 2 adjuncts this summer to meet the demand for the fall semester, after the loss of 2 faculty members during the summer. As an instructor in the business area,

accounting specifically, I have an understanding of the need for economics and the impact on the programs at the college. I welcome the opportunity to be part of the search committee for the economics department.

Music FT Search (Up to 5 members requested)

1. Shawn Maxwell, LVPA/Music, FT: I would appreciate the opportunity to serve specifically on the Full-Time Music Faculty Search. This search is critical in determining the future of the entire Music and Music Production offerings. Currently, I am one of the two full-time music faculty members and would be a content expert for the search. Additionally, I have also served on several recent searches. During this time I have observed the overall process of each search and feel that I can efficiently help to identify both interview questions and elements for the teaching demonstration that lead to finding a strong candidate. Lastly, in addition to the required training, I have participated in many multicultural/diversity workshops and seminars during my tenure at ECC and would be determined in finding a candidate that is not only multiculturally aware but is able to share that awareness with the education of our students. Thank you for your consideration.
2. Marc Beth, LVPA/Music, FT, Instructional Coordinator: I am the coordinator of the music department, and will be working closely with this hire. I am also the most senior member of the department.
3. Arturo Vazquez, Jr. FT/CABS/Psychology: The music faculty committee, since I have done before many times. Thanks.
4. Larry Dieffenbach, UAF/LVPA/Music: I would be interested in serving on the music search committee for the new full time hire.
5. Dave Reich, FT/SBCT, Welding: I'm not sure what welding has to do with music but I'll throw my hat in the ring.
6. Kimberly Reed, UA2, CABS, Sociology: I am interested in participating in the search committee for new faculty in Music and the Humanities. As a Unit II Adjunct faculty staff member, I have 10 years of teaching experience at Elgin Community College. During my service at ECC I have attended many events and presentations that inform the culture of the college community. I believe that I could make a good choice for ECC. In terms of qualifications, I hold a doctorate in Sociology from the Graduate Center of the City University of New York. I Masters degrees in Library and Information Science from Dominican University, Sociology from The New School, and a Masters Certificate in Women's Studies (GC CUNY). I achieved my undergraduate BA in English Literature with a minor in History. I have a wide range of reading and experience in the Humanities. I received a National Endowment for the Humanities Summer grant in the last 10 years. I have studied the arts as part of my professional research. I love music, although I do not read or write notation.

Math FT Search (5-7 members requested stipulating a majority must be comprised of full-time math faculty; this search will hire 2 FT Math faculty)

1. Catherine Moushon, FT, HP/MSE/Math I am interested in serving on the Full Time Math Search Committee. I am a full time faculty member of the Math Department. I've had the diversity training three times, T & E training, served on other faculty and administration search committees, several tenure committees, and want to help serve my department and college and ultimately the students. The people we hire will be my colleagues and I am excited about this opportunity for growth. January faculty hires have an aggressive time frame to make ECC Board deadlines and get folks ready to transition from one job to another over December. Please allow me to serve on this committee, thank you for your consideration.

2. Greg Wheaton, FT, HP/MSE/Math/Instructional Coordinator: As a coordinator of the Math Department, I've got a good pulse on our strengths, weaknesses, and current staffing needs. Regarding the latter, we need to find qualified applicants with statistics and/or mathematics education backgrounds. This will help create some balance within the department.
3. Michelle Kershner, FT/HP/MSE/Math: My interest and qualifications to be considered. I believe strongly in ECC's commitment to diversity. I am committed to conducting a fair and equitable search. I am hard working and diligent; I will spend sufficient time reviewing all qualified candidates. Those who serve on the search committee should be competent and credible. I not only have a pure mathematics background, I also have a background in Statistics and Education, which are two areas the department has need. I am organized and methodical. I will ensure the search procedures and practice are ethical and give due consideration to each candidate. Finally, the excellence of our faculty is critical to ECC's position as a leader college. I want to do my part to help my department, division, and college by hiring the best candidate for the position.
4. Susan McGrath, UA1, HP/MSE/Math: I would like to introduce my name as a candidate for the Full Time Math Faculty Search Committee. I am an Elgin Community College UA1 Adjunct Math Instructor, an active member of ECCFA and currently the 3rd VP and acting 2nd VP for ECCFA. I have completed the Diversity Training necessary. I strongly believe in facilitating Best Practice for Equity in hiring. Mathematics, is of particular interest to me and I would be honored to participate in the hiring process of two new Full-time Instructors for the department in which I teach.
5. Diane Flahaven, UA2, HP/MSE/Math: I am interested in serving on the Math Search Committee. I am a Math adjunct (UA2) and have taught math classes here for 14 years. I am able to teach both developmental and the college level. Over those 14 years I have taught quite a few of the math department courses. I did serve on the last Math Search Committee and I feel that an adjunct should serve on the committee.
6. Chalyce Deterding, FT/HP/MSE/Math: I would like to serve on this search committee because I feel I have a lot to add in ensuring we hire quality teachers. I have been on several previous searches, including chairing one a few years ago so I have experience in looking for quality candidates. However, I did not serve on the most recent search so am willing to take the load off my colleagues who served most recently. My work with SSI has strengthened my ability to see cultural competent candidates. I would like to be a voice on the committee to ensure that we hire great teachers who can add to the greatness of the math department and who also value the diversity of our students, staff, and faculty.
7. Kenneth Beynon, FT/HP/MSE/Math: I am instructional coordinator for the math department, so I feel very strongly about serving on the math faculty search.

Full Time Humanities Faculty Search Committee: (Up to 5 faculty requested to serve. Plan to begin mid September and finish in November.)

1. Kimberly Reed, UA2, CABS, Sociology: I am interested in participating in the search committee for new faculty in Music and the Humanities. As a Unit II Adjunct faculty staff member, I have 10 years of teaching experience at Elgin Community College. During my service at ECC I have attended many events and presentations that inform the culture of the college community. I believe that I could make a good choice for ECC. In terms of qualifications, I hold a doctorate in Sociology from the Graduate Center of the City University of New York. I Masters degrees in Library and Information Science from Dominican University, Sociology from The New School,

and a Masters Certificate in Women's Studies (GC CUNY). I achieved my undergraduate BA in English Literature with a minor in History. I have a wide range of reading and experience in the Humanities. I received a National Endowment for the Humanities Summer grant in the last 10 years. I have studied the arts as part of my professional research. I love music, although I do not read or write notation.

2. David Zacker, FT/LVPA/Humanities, Justification: The new hire will be in my department (Humanities). I am a content expert as the new member will teach exactly the same courses I currently teach, and I will be working closely with this new faculty member as the 4th fulltime member of our department.

Full Time ECC Police Officer (1 member)

1. Mary Arndt, FT/HP/MSE/Nursing: I appreciate that an ECCFA member has been requested to be on this search committee. Being in one of the service professions myself qualifies me as an appropriate candidate to help assess the philosophy of the persons being interviewed. I would be proud to represent ECCFA in this endeavor.