

April 7, 2021

Senate Meeting Minutes

Name	Div/Term	Name	Div/Term	Name	Div/Term
Kimberly Tarver (President)	Pres., 2020-2022	Kris Campbell (Parliamentarian, Grievance Co-Chair)	HP/MSE, 2020-2022	Danielle Straub	UAF2, CABS, 2020-2022
Ellie Swanson (1 st VP, Sentinel Team)	ADLR/A/CEWD, 2019-2021	Jessica Carpenter (Social Media Coordinator)	CABS, 2020-2022	VACANT	UAF2
Len Fitzpatrick	SBCT, 2020-2022	Pat O'Brien	CABS, 2019-2021	Terri Birch (2 nd VP, Membership)	UAF2, LVPA, 2020-2022
Patrick Gordon (COPE Chair)	SBCT, 2020-2022	Ruby Sanny	CABS, 2019-2021	Tammy Ray (Webmaster)	UAF2, SBCT, 2019-2021
Clark Hallpike	SBCT, 2020-2022	Manuel Salgado	CABS, 2019-2021	Diane Flahaven	UAF2, HP/MSE, 2020-2022
VACANT	HP/MSE 2020-2022	Greg Wheaton	HPMSE, 2020-2022	Kate Thommes	UAF2, ABEC, 2019-2021
Susan Robinson	LVPA, 2019-2021	Roxanne Bell	UAF2 2020-2022	Daniel Hernandez (3 rd VP)	UAF2, HP/MSE, 2020-2022
Les McTighe	LVPA, 2019-2021	Mae Hicks-Jones	UAF1, SBCT, 2020 - 2022	Jeffrey LaRocque	UAF2, LVPA, 2020-2022
Luis Martinez (Chief Negotiator)	HP/MSE, 2020-2022	Jason Walczak	UAF1 2020-2022	Janice Petit- Sollenberger	UAF2, LVPA, 2020-2022
Steve Wood (Treasurer)	NON-VOTING 2020- 2022	Amanda Smothers	UAF1, CABS, 2020-2022	Tara Latto	UAF2, HPMSE, 2020-2022
Dawn Munson (Secretary)	NON-VOTING 01/2021	VACANT	UAF1	XXXXXXXXXXXXXXXXXX	XXXXXXXXXXXXXXXXXX

Announcements

- **Hustle is here!** Hustle is a texting app that is free to ECCFA through the AFT/IFT. ECCFA will communicate with members on select basis via text. Communications via Hustle will be limited. Member cellphone numbers must be on file to automatically OPT-IN. Members may OPT-OUT at any time. Please update your personal contact information at <http://eccffaculty.org/list/> to ensure ECCFA is able to send you important information via email AND/OR text.
- ECCFA Elections will be held electronically from April 19 – 23. There will also be LIVE in PERSON voting available on Thursday, April 22 (1:00 PM – 7:00 PM), and on Friday, April 23 (10:00 AM – 4:00 PM). Thank you to the elections committee members Joe Rosenfeld (Chair), Loretta Mielcarek, TJ Latto, Alison Douglas, Terri Birch
- Fall 2021 Testing Center Update: Students enrolled in on-campus classes in the fall who require accommodations such as extended testing time can be accommodated by the testing center for any tests that would have been administered in person on campus as a part of their hybrid or F2F class. The hope would be

that the extended testing time would be scheduled in the Center during their F2F session. Otherwise the Center is prioritizing on-campus testing for placement for students without technology at home and on certification exams not offered remotely. Faculty are advised to schedule testing dates with the Testing Center as early as possible.

Guests: Ryan Kerr, Mia Hardy

Secretary's Report: Dawn Munson

- Approval of March 10, 2021 Minutes.

Ellie motioned; Kris seconded. Motion carries.

Treasurer's Report: Steve "Woody" Wood

Ellie motioned; Pat seconded. Motion carries.

President's Report: Kimberly Tarver

- Meeting with Erald Minga, Managing Director of Talent Management, meet & greet
- Met with VP TLSD/CHRO. (refer to 1st VP Report)
- FAST Fund: discussed status and future directions with Susan Timm. Faculty & Students Together is a national program and was established by ECCFA via an external grant. It is currently coordinated by Susan Timm with support from the ECC Foundation to meet immediate or emerging needs of individual students; the need far exceeds our resources.
- IPTA "Hustle" training: Patrick Gordon, Ryan Kerr and Antonio Ramirez trained and implemented text communications to support communications with IFT and ECCFA members; this technology will be used in the future to communicate with ECCFA members on a select basis.
- Met with Luis Martinez, Negotiations Chair to discuss matters that may require input from negotiations including possible new initiatives and supplemental compensation chart assignment. Also met with Harper College Adjunct Faculty Union Representative to support their preparations for contract negotiations. Thank you to Terri Birch for providing member information.
- Attended Hiring Task Force Meeting clarifying search committee roles, responsibilities and expectations.
- Attended Grievance Meeting. Our committee is doing a great job! Thanks to Kris Campbell & Tim Anderson, co-chairs, and members Ellie Swanson, Blythe Burren, Peter Han, Jason Walczyk and Dave Reich!
- Attended AFT Professional Development, Support Students with Grief & Loss. I highly recommend this session and anticipate it will be offered in several times in the future. It is free to members.
- Attended 2021 IFT Presidents' Conference. Topics included American Rescue Plan and financial implications for K-12 and Higher Education, Anti-Racist Work & Unionism, and Sustaining Your Leadership
- Assessment Strategy Task Force meeting: exploring structure, process and ways to make assessment meaningful and engaging. I want to acknowledge the leadership of Angelika Stachnik and the hard work our SLAAC committee regarding assessment of student learning at ECC. Thank you!
- Respond to member request to ECC for ECCFA Dues Information; refer to addendum for ECCFA Dues Summary
- Seeking volunteers for Rep. Anna Moeller COVID Vaccine Clinic on April 10. Thanks Meg Bucaro-Wojtas, UAF Communications Faculty! She is the recipient of an ECCFA T-Shirt and some Union Swag!
- Received complaints about unofficial email correspondence
- Attended ECC Foundation Appreciation Event (Virtually)
- Shared UPI Position Statement with senators to address IBHE Strategic Plan; I signed it on behalf of ECCFA. The statement advocates for fully funding higher education; emphasize role of higher ed faculty in general education, liberal arts and sciences; commit to full time faculty and staff and to reasonable compensation, job

security and promotion of equity among all higher ed employees; avoid expansion of dual credit and alternative competencies; funding to cover tuition and textbooks for first two years of higher ed at community colleges and universities.

During the hiring force meeting, discussion was held about what happens at the first hiring meeting. How many faculty, how many administrators participate, etc. They are coming up with some guidelines for search committees. It will remain flexible to the committee with some specific expectations.

UPI position statement-IBHE strategic plan is open for comment. Kim signed on behalf of ECCFA after sending it out for comments.

Testing center-Kris asked if the information is only for classes in the hybrid/face to face format? Peggy is going to send out more information.

1st Vice President's Report: Ellie Swanson

- Fielded questions from faculty on various topics.
- Resolved individual issues and working on more.
- Represented faculty in discipline investigation.
- Met with Erald Minga of HR for initial meet and greet.
- Met with VP TLSD/CHRO. Items discussed included: fall travel through faculty development; excess load concerns; processing of professional expense claims—due to timing of the process and an increase in the number of requests there is no certainty of how soon we will see reimbursement; IT survey; processing of retirement recognitions, e.g. emeritus status and email; supplemental assignment chart; search committee composition; testing services in fall; and evaluation in final semester before retirement
- Participated in COPE phone banking/text banking.

2nd Vice President's Report: Terri Birch

- Attended Election committee meetings
- Responded to email
- Waiting for new list from HR to reconcile

3rd Vice President's Report: Daniel Hernandez

Committee Reports

COPE: Chair, Patrick Gordon

Neither of our candidates won this election. The committee and candidates worked hard by contributing money, collaborating with SSECCA, sending out mailing, text banking, phone banking, etc. We could have used more boots on the ground. Kim suggested that a summary be provided of what we did to support the candidates.

ECCFA Election Committee

The committee has been monitoring the google doc. Elections are upcoming.

Negotiations: Luis Martinez

The committee has been working on minor issues on the supplemental assignment chart. Elections have consequences and we need to prepare for upcoming negotiations.

Grievance: Co-Chairs: Tim Anderson & Kris Campbell

We have people running for the committee so there should not be a transition issue. Tenure observation meetings are happening now.

Data Taskforce Proposal: Manuel Salgado

See addendum/attachment.

Discussion was held about the disaggregation of data. The committee learned about tableau. Anyone with access to tableau can see the dashboard. There are two ways to rollout reports: 1. ECC would need to upgrade license to offer access to everyone, 2. Create pdf reports.

Jessica shared concerns/comments about the addendum. There is ambiguity in the language for the pilot program. A department should not be able to pull a faculty member into participating. A Senator suggested that a department should give 100% consent or remove a faculty members data. Jessica mentioned a concern about faculty understanding statistics and not overinterpreting data. Jessica shared a document of her concerns/comments with the Senate.

Discussion ensued about data, participation, equity within student populations, etc. Clark shared data over the past 10 years of GPA gaps in Black, Hispanic, and Asian students. Patrick said there is a gap but it has not been demonstrated that it's an equity gap. Small sample sizes can result in gaps. Correlation does not equal causation.

Kim said that the committee's next step is to get approval by the Senate. Senators should look at the document and send concerns/feedback to the committee. They are recommending a pilot. Kim reminded us that faculty members should take control of the process.

Elections & Committee Requests:

1. ECCFA Data Collection Taskforce: Lois Marquardt-Casper has volunteered to serve. Kris motioned; Luis seconded. Motion carries for Lois to serve.
2. Capital Improvement Committee (C.I.C.) requests a faculty representative. Melissa Tait and Ed Cook are the co-chairs. The first meeting is Friday, April 23 at 10:00 a.m. David Packard has volunteered to continue on C.I.C. Kris motioned; Luis seconded. Motion carries for David to continue.
3. The SBCT Division requests George Rosa (IC) and 2 additional members to serve on search committee for full-time instructor of heating, ventilation, air conditioning and refrigeration (HAVAC-R). Volunteers include:
 - a. Arturo Vazquez: I will like to volunteer to contribute to this hiring committee. Thanks in advance for your consideration
 - b. Ranae Ziwski: See statement in #2; Ranae volunteers for ONE of the search committees.Kris motioned; Luis seconded. Motion carries with 2 abstentions for George Rosa, Arturo Vasquez, and Steve Wood to serve on the search committee.
4. The SBCT Division requests Don Anderson (IC) and 2 additional members to serve on search committee for full-time instructor of Truck Driving.

- a. Ranae Ziwicki: I have participated in a number of faculty searches over the past few years and am familiar with the e-talent system. I have completed the required cultural competency training and have participated in the equity, diversity and inclusion workshops offered in 2020 through CETL. I have served on tenure committees and understand the rigors of that process once the faculty has been selected. I understand the nuances of a CTE program and the requirements of that program through the Perkins process. The SCM program aligns with Truck Driving as both are connected to the manufacturing and delivery of product. I would be glad to be part of bringing a new faculty member to the SBCT division.

Kris motioned; Luis seconded. Motion carries with 2 abstentions for Dona Anderson, Ranae Ziwicki and Len Fitzpatrick to serve on this committee.

5. Textbook Cost Reduction SSI Subcommittee: Dr. Christina Marrocco is serving as the faculty co-chair & seeking **3 Full Time and/or Unit Adjunct faculty representatives from each academic division**. Meetings will be held the 2nd Friday of each month from 9:00 to 10:00 a.m. Volunteers include Jason Kane (CABS), Terri Birch (LVPA), Dan Kernler (HPMSE), Rachael Stewart (CABS), Tina Ballard (CABS), Muhammed Saadiq (ESL), Arturo Vazquez (CABS),

Kris motioned; Luis seconded. Motion carries with 2 abstentions for Terri Birch, Dan Kernler, Rachael Stewart, Tina Ballard, Muhammed Saadiq, and Arturo Vasquez to serve on this committee.

6. The CABS Division requests THREE (3) faculty to serve on search committee for full-time instructor of Sociology. Volunteers include:
 - a. Joe Rosenfeld: I have a Bachelors in Sociology and some graduate work as well.
 - b. Mia Hardy: Please allow this communication to serve as my interest in serving on the search committee for a full-time sociology instructor. I have a vested interest in helping to secure a colleague who will bring the critical skill sets necessary to fill the pedagogical gaps that will be left with the retirement of Dr. O'Brien. As the remaining and only full-time faculty member in the department, it is also important to me that I can personally help to select not just a colleague, but a team mate who will come alongside me and our adjunct faculty colleagues to help the sociology department to give our very best to the students we serve. For me, membership on this committee goes beyond my in depth understanding of the subject matter and needs of the department, which are both critical components; it extends to a deep desire to hire a colleague who exudes the passion and ability to help students use sociology as a tool for understanding our world right now. The selection of a colleague who is deeply dedicated to equity, diversity, and inclusion is also an extremely important part of every search at ECC, but I feel strongly that it takes on a different meaning for a sociology faculty member. The spring semester is coming to a close, and it appears a good portion of this search will take place during the summer. I would be willing to serve and dedicated to finding a stellar colleague. Thank you for your consideration.
 - c. Parul Raval: I would like to be considered for this Sociology search committee with my colleagues. I could contribute to this search committee in the following ways: *Have lived, studied and taught experiences of Sociology in Education (i.e. cross-cultural education, critical theory) *As an Immigrant-American, I could contribute with diverse viewpoints of teaching and learning *Completed the Hiring for Cultural Competence workshop
 - d. Liddy Hope: I would like to be part of this search if possible. I have completed the Cultural Comp in Hiring workshop. Also, having taught Sociology for 20 years gives me a unique perspective I believe.

Discussion ensued about those serving who are in the tenure process, etc. Kris motioned; Luis seconded. Motion carries (20 yes, 4 no, 2 abstentions) for Liddy Hope, Mia Hardy, and Parul Raval to serve on this committee.

OLD BUSINESS

NEW BUSINESS

1. **Consider adopting Land Acknowledgement for Opening Day All Faculty Meetings and possible use when addressing ECC BOT:** Let's begin by recognizing & acknowledging that Illinois includes ancestral lands of the **Peoria, Kaskaskia, Piankashaw, Wea, Miami, Mascoutin, Odawa, Sauk, Mesquaki, Kickapoo, Potawatomi, Ojibwe, and Chickasaw Nations**. We have a responsibility to acknowledge these Native Nations and to work with them as we move forward as an inclusive union. This acknowledgement demonstrates a commitment to beginning the process of working to dismantle the ongoing legacies of settler colonialism. But a land acknowledgement should be more than that; it should be a call to rethink one's own relationship with the environment and the histories of all peoples. Today, Illinois continues to be a place that calls many people from diverse backgrounds to live and gather. Despite the many challenges our cities and states have experienced, our American Indian and our Illinois Federation of Teachers and Elgin Community College Faculty Association members see the importance of land and this place that has always been home to many diverse backgrounds and perspectives.

DIVISION ISSUES

Kris mentioned that in her department meeting the administration is not sure how they are going to shuffle modalities as the fall semester approaches. There might be bumping issues. She asked for Kim and Ellie to bring this to Peggy's attention.

Patrick suggested that we keep an eye on the technology survey that came out prior to the senate meeting regarding streaming our classes.

Manny would appreciate guidance as the Instructional Coordinator on adding hybrid class sections and canceling online sections. Kim and Ellie will bring up with Peggy.

Kim shared information on dues in the agenda.

ADJOURNMENT

Kris motioned; Luis seconded. Motion carries.

ECCFA Senate Meeting Schedule: 3:15-4:45 p.m. April 21, May 5, May 10

ADDENDUM

MEMBER UPDATE: ECCFA Dues- Structure & Distribution

How much are membership dues?

- Dues are calculated based on each member's base salary.
- Full Time Faculty are assessed at a rate of .98% of base salary with a cap of \$935.00
- Adjunct Faculty are assessed at a rate of .98% of base salary with a cap of \$325.00

Where do my dues contributions go? (See Table A. for a summary of outgoing expenses per member based on income classification.)

- American Federation of Teachers assesses ECCFA a per member rate that is based on individual member earnings.
 - For all faculty with base pay of > \$49,161.00, ECCFA is assessed \$234.96
 - For all UAF earning from \$18, 323 to \$49,160 ECCFA is assessed \$117.48
 - For all UAF earning from \$9,814-\$18,322 ECCFA is assessed \$58.74
 - For all UAF earning less than \$9,813, ECCFA is assessed 29.37
- Illinois Federation of Teachers assesses ECCFA a per member rate that is based on individual member earnings.
 - For all faculty with base pay of > \$49,161.00, ECCFA is assessed \$379.80
 - For all UAF earning from \$18, 323 to \$49,160 ECCFA is assessed \$207.40
 - For all UAF earning from \$9,814-\$18,322 ECCFA is assessed \$121.20
 - For all UAF earning less than \$9,813, ECCFA is assessed \$78.10
- ECCFA is assessed \$4.29 per member to provide \$1,000,000 Professional Liability Insurance
- ECCFA is assessed \$1.20 per member to provide Accidental Death & Dismemberment Insurance
- The AFL-CIO assesses ECCFA \$6.72 per member.
- The Elgin Trades Council assesses ECCFA \$1.40 per member.
- Any remaining revenue is moved to the ECCFA Operating Budget.

How much does ECCFA collect in dues?

- The average annual revenue based on the past 10 years is \$166,829
- The average annual revenue generated from Full Time Faculty is \$107,459 or ~65% of our revenue; estimated range of full-time faculty members is between 125 to 140
- The average annual revenue generated from Adjunct Faculty is \$59,369 or ~ 35% of our revenue; estimated number of adjunct faculty members is between 300 to 350

Table A.

	FULL >\$49,161	HALF \$18,323-49,160	QUARTER \$9,814-18,322	EIGHTH <\$9,813
AFT	234.96	117.48	58.74	29.37
\$1 MILLION LIABILITY INS.	4.29	4.29	4.29	4.298
AD&D INS.	1.20	1.20	1.20	1.20
AFL-CIO	6.72	6.72	6.72	6.72
IFT	379.80	207.40	121.20	78.10

Elgin Trades Council	1.40	1.40	1.40	1.40
Total Expenses per Member according to base income classification	628.37	338.49	193.55	121.08