

August 18, 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
Stacey Shah	ADLR/A/CEWD 2021-2023	Greg Wheaton	HP/MSE, 2020-2022	Tara Latto	UAF2, HPMSE, 2020-2022
Len Fitzpatrick	SBCT, 2020-2022	Lori Clark (1 st VP)	CABS, 2021-2023	Terri Birch (2 nd VP, Membership)	UAF2, LVPA, 2020-2022
Patrick Gordon (COPE Chair)	SBCT, 2020-2022	Ruby Sanny	CABS, 2021-2023	Tammy Ray (Webmaster)	UAF2, SBCT, 2021-2023
Clark Hallpike	SBCT, 2020-2022	Ryan Kerr (Communications Liaison)	CABS, 2021-2023	Diane Flahaven	UAF2, HP/MSE, 2020-2022
Les McTighe	LVPA, 2021-2023	Jessica Carpenter (Social Media Coordinator)	CABS, 2021-2023	Janice Petit- Sollenberger	UAF2, LVPA, 2020-2022
Susan Robinson	LVPA, 2021-2023	Roxanne Bell	UAF2 2020-2022	Daniel Hernandez (3 rd VP)	UAF2, HP/MSE, 2020-2022
VACANT	HP/MSE	Mae Hicks-Jones	UAF2, SBCT, 2020 - 2022	Jeffrey LaRocque	UAF2, LVPA, 2021-2023
Luis Martinez (Chief Negotiator)	HP/MSE, 2020-2022	Jason Walczak	UAF1 2020-2022	VACANT	UAF1
Steve Wood (Treasurer)	NON-VOTING 2020- 2022	Amanda Smothers	UAF1, CABS, 2020-2022	VACANT	UAF1
Dawn Munson (Secretary)	NON-VOTING 01/2021	VACANT	UAF2	NONE	NONE

Announcements

Secretary's Report: Dawn Munson

- Approval of May 19, 2021 Minutes.
- Motion to approve by Ryan; second by Kris. Motion carries.

Treasurer's Report: Steve "Woody" Wood

- Adjunct Dues Update: Jeffrey LaRocque

Thanks to Kris and those who worked on this issue. Kim is working on how to get the funds to adjuncts. They can get a check or donate to a designated fund. Jeff LaRocque spoke to Senate on the issue and he will speak at the all faculty meeting tomorrow.

- Dues Proposal: Goal is to eliminate the caps for FT & UAF and decrease the % to achieve equitable rates for adjunct faculty members and full-time faculty to the left of the salary schedule. Goal: Ultimately to eliminate the cap
 - Current Structure: FT 0.98% of base and \$935 cap; UAF 0.98% of base and \$325 cap
 - Proposed Changes: FT 0.90% of base and \$1080 cap; UAF 0.85% of base and \$340 cap
 - Proposed Changes for 2022-2023 might be FT 0.88% with no cap; UAF 0.84% and \$360 cap

Kim explained the dues structure to Senate. She explained where our dues go and walked us through the budget. Discussion ensued about budget fees, etc. Discussion was held about raising the cap and how it would impact those on the far-right bottom of the chart the most.

- Budget Proposal (pending)

President's Report: Kimberly Tarver

- a) Multiple leadership meetings with Peggy Heinrich, Anthony Ray, Lori Clark with occasional inclusion of Tonisha Via, Annamarie Schopen... and others. Various topics relating to temporary positions, load questions, mitigation of COVID-19 impact, student evaluations, opening day agenda, summer office, scheduling, Microsoft Office access, affinity groups, earnings statements (new application), compensation error resolved, retiree email accounts,
- b) Meetings with Dr. Sam regarding BOT officers, accessibility, early retirement options, emeritus status & regalia, opening day options, etc.
- c) Onboarding our New 1st VP, Lori Clark
- d) Assessment Strategy Taskforce meetings: direction, structure, presentation
- e) Achieving the Dream: Campus Read "Toolkit"
- f) Consulting with Grievance Co-Chairs
- g) UAF Summer Dues Deductions: Investigation to identify extent of issue and propose solution to HR to avoid future errors; thank you to Kris Campbell and her team for the work!
- h) Elgin Trades Council Meetings: approve contributions to local charities, local elections, and bereavements
- i) Met with CETL Director Tyler Roeger and representatives from College of Lake County and Waubesa Community College to explore ACUE opportunities
- j) Survey Topics: meetings to discuss survey results and process
- k) Safety Committee Meetings: topics include masking, social distancing and classroom setups
- l) Supplemental Assignment Negotiations: ex-officio participant to review supplemental assignment chart and assessment structure compensation
- m) Higher Education Constituency Council: monitoring academic freedom issues across the state, specifically Columbia College
- n) Met with Anthony Ramos, Director of EDI
- o) Attend BOT meetings and formally address the board (see addendum at end of agenda)
- p) Paddled 66 miles through the Atchafalaya Swamp in Louisiana! I had little to NO internet access on the trip. While I was there, an email informing faculty of MANDATORY training went out. Fortunately, I had access to address the matter via several phone calls. The matter is now referred to our negotiations team for future discussion.
- q) Ongoing communications with Terri Birch, our Membership Chair Extraordinaire! She really deserves an award!

- r) Discussions with Woody regarding finances and budgeting. Special thanks to Dan Kernler for his expertise and guidance.

It's been a Busy summer. Tammy Ray asked about the temporary positions. Kim provided clarification. Discussed was held about ACUE classes and credentials.

1st Vice President's Report: Lori Clark

Lori addressed the BOT in June. She worked to create an affinity group call QUEST (Queer Employee Support Team). She also worked on retiree employee emails and overload hours for faculty. She has attended a lot of meetings.

2nd Vice President's Report: Terri Birch

- Fielded various emails
- Sent out invitations to eligible adjuncts
- Attended BOT meeting

3rd Vice President's Report: Daniel Hernandez

Daniel has been working on overload assignment.

Committee Reports

- Negotiations: Luis Martinez
 - We have a request to start negotiating for the Spring 2022 MOU. Discussion was held about sending a survey out to the faculty. Luis thinks administration is interested in a rollover of the Fall MOU, but we will see what they bring to the table. There are some loopholes that we need to revisit. Kris asked that we deal with the substitute situation.
- Grievance: Co-Chairs: David Reich & Peter Han
 - They have been working and hard. They will be submitting hours for summer work payment soon.
- Membership: Terri Birch
 - Report submitted.
- Investigation Committee Report: Lori Clark
 - There was not evidence to support the claims made by the member. The member refused to provided evidence. ECCFA has taken a step back. Len asked about another member issue. Lori said that this committee was tasked with investigating the allegations made by Ken. Discussion ensued about how to best notify the membership.
- Bylaws: Ryan Kerr (Refer to proposal at end of agenda; note that tabled proposal will be included in All Faculty Meeting on Thursday, August 19.)

- We will first address the bylaw proposal by Baudelaire in Spring 2021. It was tabled. Discussion ensued about motions and how they should be presented at the opening day meeting. Discussion ensued about the new motion to be presented at the meeting tomorrow.
- COPE: Chair, Patrick Gordon
 - Kim asked if we could defer COPE to the next Senate meeting. Patrick said yes.

Elections & Committee Requests: Kim provided a list of openings that need to be addressed at department meetings on opening day.

Senate action needed on items k, l, and m.

Opening Day Division Meetings: Senators should plan to facilitate division elections items designated by *

- a. ***Senate: HP/MSE (1)**
- b. ***Senate: At-large Members from UA1 (2), UA2 (1)**
- c. ***Curriculum Committee: ABEC (1), SBCT (2), CABS (1). Volunteers include John Mravik (CABS), Sarah Burkhart (ABEC), Heidi Eaton (SBCT)**
- d. ***SLAAC: ABEC (1)**
- e. ***Sick Bank: LVPA (1)**
- f. ***Negotiations Committee: Member from ADLR/A/CEWD**
- g. ***GIST: Volunteer from ABEC/ESL; Colleen Stribling volunteered**
- h. **Insurance Committee: 1 Member**
- i. **Safety Committee:** Jessica Carpenter and Luis Martinez volunteered to serve. Motion Carried.
- j. **Administrative Procedure Cross Functional Review Team: 1 member needed** to join Tim Anderson, Jessica Carpenter, Mia Hardy, Diane Kondratowicz, Shawn Maxwell, Catherine Moushon, Dawn Munson, Baudelaire Ulysse. This team conducts all business via email.
- k. **Student Disciplinary Committee: (2 openings)** Volunteers include Arial Larson (UAF), Amanda Smothers (UAF), Filomena Rauschert (UAF), Tim Anderson (FT), Arturo Vazquez (FT), Heidi Eaton (FT).

Luis motioned for Tim Anderson (continuing) and Amanda Smothers to serve.

Motion to approve Tim Anderson and Amana Smothers, motion carries

- l. **New Online Programs:** Volunteers include Stacey Shah, Laura Haske, Samira Chaker, Joe Rosenfeld, Janice Amos, Terri Birch, Peter Han, Deyana Matt, Amy Brandolino

Tabled until next meeting so we can get more information on how many can serve on this Committee.

- m. Faculty Equity Project (SSI) Volunteers include: Ginger Alms, Alison Douglas, Roxana Idu, Geoffrey Pynn, Margaret Bucaro Wojtas, Sara Baker, Kellen Bolt, Dan Kernler, Clark Hallpike, Kristen Campbell

Luis motioned to approve all volunteers listed. Jessica seconded. Motion carries.

OLD BUSINESS

NEW BUSINESS

Tammy reported on Compete to Complete:

Status of **FY2021** Awardees (13 students of 17 finalists were awarded):

- o 4 graduated in December 2020
- o 6 graduated in May 2021
- o 1 graduated in August 2021

FY2022 - We were able to award funds to all 24 qualified applicants, largely because we also received federal funds for these students.

MOTION TO ADJOURN BY TAMMY AT 4:52PM.

DIVISION ISSUES

ADJOURNMENT

ECCFA Senate Meeting Schedule: 3:15-4:45 p.m.

Fall 2021	Spring 2022
August 18, 2021	January 12, 2022
September 1, 2021	January 26, 2022
September 15, 2021	February 9, 2022
September 29, 2021	February 23, 2022
October 13, 2021	March 9, 2022
October 27, 2021	March 30, 2022
November 10, 2021	April 6, 2022
November 24, 2021 (short meeting)	April 20, 2022
December 8, 2021	May 4, 2022
	May 18, 2022

Board of Trustees Meetings, Committee of the Whole Meetings, Finance Committee Meetings

<p align="center">REGULAR BOARD MEETINGS 6:30p Building E, Seigle Auditorium</p> <p align="center">Following 5:00pm trustees' dinner in the dining bay, there is often a 5:30pm open/closed session in E 100.03</p>	<p align="center">COMMITTEE OF THE WHOLE 3:00p Building E, Room 100.01</p> <p align="center">Meetings begin at 3:00p Monday, the day before each regular meeting <i>(*Meetings in March, May, October and December begin at 3:30pm)</i></p>
<p>Tuesday 14 September 2021</p>	<p>Monday 13 September 2021</p>
<p>Tuesday 12 October 2021</p>	<p>Monday 11 October 2021*</p>
<p>Tuesday 9 November 2021</p>	<p>Monday 8 November 2021</p>
<p>Tuesday 14 December 2021</p>	<p>Monday 13 December 2021*</p>
<p>The Board meets the 2nd Tuesday of each month <i>except</i> January (<i>4th Tuesday</i>) and February and July (<i>no meetings scheduled</i>)</p>	<p align="center">FINANCE COMMITTEE Meetings Start Times Vary/Refer to Agendas/Generally 1pm/2 pm Building E, Room 100.01</p>
	<p>Monday 11 October 2021</p>
	<p>Monday 13 December 2021</p>

President's Remarks to BOT

June 8, 2021

Greetings,

Last spring and this past year have been especially challenging for students, for our campus community, and for District 509. Under extraordinary circumstances faculty, staff and administrators have accommodated the learning needs of ECC students, within the limits of finances, technology, and to the extent of our expertise and experience. It's important to assess the impact of our efforts; to reflect on what happened; to carry forward new best practices; and to let go of structures or processes that prevent us from being creative, flexible and innovative. ECC's engagement with Achieving the Dream (AtD) and with National Institute for Learning Outcomes (NILOA), coupled with the goal to address Higher Learning Commission's attention to strengthen assessment processes at ECC has opened my eyes to inequities that I could not see before COVID-19.

I was recently challenged to take a critical view of the PTA Program's statistics. Looking at student outcome data for students in my classroom, I should celebrate data that reflects success! Students of color in the PTA program have high levels of success; but the data also reveals that students of color, particularly African American students do NOT apply to the program, nor are they admitted to the program at rates representative of other student groups. The problem is, I don't know what the barriers are, nor do I know how to address them.

I've connected with my colleagues of color, seeking to understand. They are accustomed to being the resident "experts" on these matters. In addition to their full-time jobs, they are expected to intuitively know these things, to teach the rest of us how to be sensitive, inclusive, and culturally responsive. Yes, it's work that belongs to all of us, but unfortunately, the bulk of it falls on our colleagues of color and of difference. "They" are expected to be the diversity or racial consciousness of the institution. Because of their commitment, my colleagues have called me in and given me opportunity to learn and grow. They welcome me as not only an ally, but as an accomplice. NONE of us has the time,

energy or resources to peel back the layers and untangle the web of inequities that exists in our communities and school districts, our classrooms, our assessments, or our program offerings. Inequity builds upon inequity. For example, students who apply to health professions programs are expected to take a standardized test. Previous college coursework factors into their application. All of the criteria set forth have potential unintended consequences that collectively, albeit unintentionally, serve as barriers to keep some students out.

We have a unique opportunity for ECC and the BOT to demonstrate visionary leadership and meaningful commitment to diversity, equity and inclusion at ECC. An executive director of EDI will be empowered to offer professional support, mentoring, collaboration and coordination of EDI initiatives on our campus. This is everyone's work. It is our collective responsibility. What a relief it will be to have a designated "point" person. Maya Angelou said, "**Do** the best **you** can until **you know better**. Then when **you know better, do better**." The Director of EDI will help us adjust our lens, to recognize challenges and opportunities, and to equip us to **do better**. It is a privilege to be a partner in this work, to open doors and eradicate barriers so that we can embody our mission, to improve lives through learning. I challenge you to demonstrate the courage needed to fully embrace our common mission with unconditional positive regard for our students and for every member of our community.

I thank you for your time and attention.

Kimberly Tarver
President, ECCFA IFT Local 3791

August 10 2021

Thank you to Dr. Sam and to the board members for reinstating the universal mask on campus policy. Kane County is designated as having a "substantial" level of risk as the Delta variant surges, it is good policy to ensure the greatest possible level of safety for those who learn and work at ECC. It will minimize the risk of interrupting teaching and learning, increase the odds that students are in attendance and faculty and their families are healthy and able to teach. The board decision aligns with similar actions at regional community colleges:

College of Lake County, Waubensee and Harper Community Colleges all require face masks indoors for everyone, regardless of vaccination status. In addition to 6-foot social distancing is still required.

College of DuPage: requires face masks for all faculty, staff, administrators, students, and visitors, with the exception of fully vaccinated individuals working alone in their offices. Beginning January 1, 2022, COD is planning to institute a require all faculty, staff, administrators, and students who wish to take in-person or hybrid courses must be vaccinated.

These actions are in response to the CDC's most recent announcement regarding mask guidelines as concern grows over the ability of the delta variant to be transmitted. Universal masking, physical distancing, regular handwashing, environmental cleaning are keys to minimizing risk. Access to consistent COVID testing and continued advocacy for vaccinations are also important.

We are an HSI, and we know that the pandemic has hit Black and Latinx communities are a population of people, of students, who are vulnerable to COVID-19 and to the overall impact of the pandemic on the local economy, businesses, housing, employment, and access to supports and services, including healthcare. Barriers to the vaccine and testing, while seemingly widespread, exist. Immunocompromised and/or immune-suppressed family members and children in our lives under the age of 12 are at risk, adding to the burden of schooling and day care issues in the event of exposure. We are excited to get back in the classroom, safely. Some of us are measured and guarded, and others still are anxious and scared. As our institution faces this constantly evolving challenge, we ask that our unique circumstances, along with those of our students, continue to be taken into consideration.

By wearing a mask, we increase protections from variants and help prevent spreading the illness to others. Let's avoid the risk of spreading the illness and potential harm to our community's health, economy and livelihood. Let's avoid interruptions to teaching, learning and day to day essential business of the college. Wearing a mask is the least we can do to support our mission to "Improve lives through learning." Put your mask on and keep it on. Thank you for your flexibility and for doing your part to protect the health and safety of our community.

Regards,

Kimberly Tarver
President, ECCFA IFT Local 3791

Constitutional Amendment Proposal (Diane Flahaven, Jessica Carpenter, Terri Birch, Amanda Smothers and Luis Martinez)
Article VIII Section 3

At the request of the First VP, a Negotiation Committee will be elected. The Negotiation Committee shall serve until a new one is elected in the year the last negotiated contract or contract extension expires.

The Negotiation Committee shall be comprised of the following:

- Five Full-time faculty members, one full-time faculty member elected from each academic division as defined in the ECCFA Constitution.
- Three at-large faculty members elected from the UAFII, who are considered one division for election purposes as per ECCFA Constitution.
- Two at-large faculty members elected from UAFI, who are considered one division for election purposes as per ECCFA Constitution.
- First, second and third Vice Presidents of ECCFA.
- ECCFA President as Ex-Officio member of the committee.
- ECCFA Communications Liaison as Ex-Officio member of the committee.
- Any other person the Negotiation Committee deems necessary as Ex officio member.
- Lead Negotiator elected by the senate.

The Lead Negotiator should have completed Union Leadership Institute training on collective bargaining and preferably, but not required, have previous experience in collective bargaining. In the rare case that no one with the appropriate training volunteers as Lead Negotiator, the senate shall approve another member/individual with experience in collective bargaining negotiations. All voices in the negotiation committee shall be heard and considered during deliberation of matters related to negotiations. All decisions by the negotiation team must adhere to the democratic procedures of voting and the committee should always aim for consensus in the decision-making process. In the occasion where consensus is not possible, only decisions approved by a majority of vote by the negotiations committee members shall move forward in the negotiation process. In the event of a tie the union president will cast the deciding vote.