

**ATTENDANCE**

	Name	Div/Term		Name	Div/Term		Name	Div/Term
✓	Lori Clark (President)	2022-2024	✓	Margaret (Peggy) LeMoyné	HP/MSE 2022-2024	✓	Diane Flahaven	UAF2, HP/MSE 2022-2024
✓	Stacey Shah (1st VP)	2022-2024	✓	Chris Cunningham (Parliamentarian)	HP/MSE 2022-2024	✓	Tara Latto	UAF2, HP/MSE 2022-2024
—	Jessica Carpenter (Social Media Coordinator) - Spring 2023 Sabbatical	CABS 2022-2024	✓	Luis Martinez	HP/MSE 2022-2024	✓	Terri Birch (2 <sup>nd</sup> VP, Membership)	UAF2, LVPA 2022-2024
✓	Ryan Kerr (Chief Negotiator)	CABS 2021-2023	✓	Kimberly Tarver	HP/MSE 2022-2024	✓	Jeffrey LaRocque	UAF2, LVPA 2021-2023
—	Ruby Sanny	CABS 2021-2023		VACANT	HP/MSE	✓	Janice Petit- Sollenberger	UAF2, LVPA 2022-2024
✓	Len Fitzpatrick	SBCT 2022-2024	✓	Les McTighe	LVPA 2021-2023	✓	Tammy Ray (Webmaster)	UAF2, SBCT 2021-2023
✓	Patrick Gordon	SBCT 2022-2024	✓	Susan Robinson	LVPA 2021-2023	✓	Jason Walczak	UAF2, SBCT 2022-2024
✓	Clark Hallpike	SBCT 2022-2024	✓	Steve Wood (Treasurer)	NON-VOTI NG 2022- 2024	✓	Lisa Del Giudice	UAF1 2021-2023
	VACANT	SBCT	✓	Laura Haske (Secretary)	NON-VOTI NG 01/2021	✓	Janice Amos	UAF1, LVPA 2021-2023

Member Guests: Kris Campbell, Beth Hultman, Antonio Ramirez, Frank Cassara, Marc Beth

**1. ANNOUNCEMENTS**

- a. Seeking Cultural Consciousness and Competency in Hiring Workshop. This training is required to participate on hiring committees. It's offered Friday, January 27. The next offering will be in the middle of March.
- b. Student Safety Video. This video features ECC students and teaches viewers how to stay protected during a campus emergency. The [video](#) is on the CETAL platform and on MyElgin.

- c. Safety Drills for Spring 2023. A tornado drill is scheduled for Monday, February 6 at 10:30 am. Fire drills will happen on March 21 - 23 based on location. The schedule can be found at [ECC Emergency Management Safety Drills](#).
- a. Equitable Tenure Support Series. This three part series is available on the following schedule:
  - i. Friday, February 10, 10:00-12:30--Virtual. Part 1: Practices for Reducing the Influence of Bias on the Tenure Review Process
  - ii. Friday, March 17, 10:00-12:30—Virtual. Part 2: Guidelines for Shifting from Gatekeeping to Stewardship in the Tenure Review
  - iii. Friday, April 21, 10:00-12:30—Virtual. Part 3: Skills for Supporting Faculty Through the Tenure Review Process
- b. Board of Trustee Meetings. The ECCFA membership is encouraged to attend Board of Trustee meetings. To help ECCFA track membership attendance at these meetings, please sign up using [this form](#). The days, times, and locations of upcoming meetings can be found here: [ECC Board of Trustees](#).

## **2. APPROVAL OF MINUTES**

- a. Stacey moved to approve the minutes from the January 11, 2023, meeting. TJ seconded. The motion carried.

## **3. TREASURER’S REPORT: STEVE “WOODY” WOOD**

- a. Contingencies During Negotiations. Woody said that ECCFA should be prudent in its spending during negotiations in case unexpected funds are needed.
- b. Audit. Chris asked about the status of the internal audit. Woody will be setting that up.

## **4. PRESIDENT’S REPORT: LORI CLARK**

- a. Attended: Meeting with VP/CHRO (topics included: enrollment, ICs and onboarding), Budget Forum Overview meeting, Committee of the Whole meeting, January Board of Trustees meeting (remarks attached as [Addendum A](#)), and Negotiations Session—full contract.
- b. Activities: Lori sent a letter of inquiry to Kane County Democrats about their support for rail workers. The original letter is attached as [Addendum B](#) and their response is attached as [Addendum C](#).
- c. Tammy thanked Lori and Ryan for their comments to the board regarding remote work.
- d. **1st Vice President’s Report: Stacey Shah**
  - i. Attended: VP/CHRO/ECCFA Meeting (topics included: Adjunct onboarding process, division meetings, program review compensation), ECCFA New Faculty Orientation, Adjunct IC Meeting and IC Meeting, COPE Meet the Candidates Event, Full Contract Negotiations, Committee of the Whole meeting, and the Board of Trustees meeting.

- ii. Activities: approved overloads and worked on constituent lists.

**b. 2nd Vice President's Report: Terri Birch**

- i. Attended: Full Contract Negotiations
- ii. Activities: fielded emails with adjuncts about dropped classes and fear of losing union status.

**5. COMMITTEE REPORTS**

**a. Negotiations: Ryan Kerr**

- i. Negotiating Status. We cannot get into specifics but what we're asking for is reasonable. All proposals will be out and responded to soon. There should be more information to share at the next Senate meeting.

**b. Grievance: Lori**

- i. Peter Han and Tim Anderson Update. Grievance has been investigating issues related to class cancellations and subsequent protocols. They are also working on individual cases.
- ii. Reminder. If you believe the contract language has been violated, please reach out to a member of the grievance team.
- iii. Bumping. Senators discussed enrollment numbers and the bumping language in the contract. They were reminded that the contract language controls..

**c. COPE: Antonio Ramirez**

- i. Peggy moved to adjourn to COPE and Janice A. seconded. The motion carried.
- ii. Fundraiser Recap. Antonio shared details of the turnout at the fundraiser event and encouraged people to volunteer to promote the candidates and do field work.
- iii. Social Media & Phone Bank Software. Senators discussed the COPE Facebook page and Antonio asked about phone banking software that does predictive dialing. Kim moved to allow up to \$1,000 of COPE funds to be used for phone banking software. Luis seconded. Senators discussed related issues. The motion carried.
- iv. Truman Dinner. Kim moved to use COPE funds to take out a full page ad in support of the ECCFA approved board of trustee candidates. Diane seconded. The motion carried.
- v. Northwest Suburban Teachers Union Educator Breakfast. Janice A. moved to approve Kim, Antonio, Luis, Patrick, and Mia to attend the breakfast. Len seconded. The motion carried.
- vi. Luis moved to adjourn from COPE and Janice A. seconded. The motion carried.

**6. ELECTIONS & COMMITTEE REQUESTS**

**a. Elections**

- i. Textbook and Course Materials Cost Reduction Taskforce (TCMCR)
  1. Volunteer: Frank Cassara, Instructor of HVAC
  2. Luis moved to approve Frank to serve on the TCMCR. Len seconded. The motion carried.
  
- ii. Equity and Student Success Action Council Faculty Representation
  1. Gateway Course Completion Volunteers:
    - a. Jennifer Altman, English Unit Adjunct Faculty
    - b. Tina Ballard, Professor I of English
  2. Latinx Student Success/HSI Identity Volunteer:
    - a. Javier Coronado-Aliegro, Professor I of Spanish
  3. EDI Professional Development Volunteers:
    - a. Liddy Hope, Assistant Professor II of Human Resources
    - b. Stacey Shah, Professor I Distance Learning Librarian
    - c. Alison Douglas, Professor II of English
    - d. Terri Birch, Art Unit Adjunct Faculty
  
- iii. Equity and Student Success Action Council Faculty Co-Leads
  1. Gateway Course Completion Co-Lead Volunteer:
    - a. Kris Campbell, Associate Professor II of Mathematics
  2. Luis moved to approve all the Equity and Student Success Action Council volunteers listed above. Len seconded. The motion carried.
  
- iv. Tenure Committees
  1. Matt Rederer, Associate Professor II of Medical Imaging
    - a. Angelika Stachnik, Associate Professor II of Medical Imaging
    - b. Eva Rudzinski, Instructor of Mathematics
    - c. Mary O’Sullivan, Professor II of Biology
  2. Erin Kerwood, Instructor of Chemistry
    - a. Steve Trail, Professor II of Chemistry
    - b. Aja Ferguson, Instructor of Nursing
    - c. Miroslav Rezac, Professor II of Chemistry
  3. Kendra Phipps, Instructor of Surgical Technology (Temporary Full-Time)
    - a. Roda Ryan, Professor II of Surgical Technology
    - b. Jessica Woloszyk, Instructor of Nursing
    - c. Eva Rudzinski, Instructor of Mathematics
  4. Patrick Carberry, Assistant Professor I of English Composition

- a. Eric Long, Associate Professor II of Speech
  - b. Chasity Gunn, Instructor of English
  - c. Joshua Thusat, Assistant Professor II of English
5. Mary Scherer, Instructor of Film and Digital Media
    - a. Amy Brandolino, Instructor of Art History
    - b. Alison Douglas, Professor II of English
    - c. Travis Linville, Professor I of Photography
  6. Luis moved to approve all of the tenure committee members listed above. Len seconded. The motion carried.

**b. Committee Requests**

- i. ECCFA Senate requests a CABS member.
- ii. Two faculty are needed to serve on ECC's 75th Anniversary Planning Committee.
- iii. CRSS/CPRS Instructor Search Committee needs 3-4 faculty members.

**7. OLD BUSINESS**

- a. Lori - ECCFA Spring 2023 Elections. Chris volunteered to assist the ECCFA elections committee with Google docs. Peggy moved to approve Chris to help the committee. Janice A. seconded. The motion carried. Joe is looking for a replacement for the elections chair. If you are interested, please let ECCFA know. Shadowing the elections this year would be helpful for that person.

**8. NEW BUSINESS**

- a. Patrick - Equity Data. The TLSD learning improvement report form requires disaggregation of data when it comes to course assessment. What was ECCFA's input on this? Kim was on the assessment strategy taskforce. She will look into it and get back to the Senate. Lori is going to bring it up with the VP as well.
- b. Chris - Degree Requirement Substitution. As the instructional coordinator of math, Chris was asked by administration to recommend a non-math class substitution for the associate's degree. The substitution would be for students with math related disabilities. Senators discussed the situation and recommended that this be addressed with curriculum committee. Additional conversation on this topic is needed.

**9. ADJOURNMENT**

- a. Diane moved to adjourn the meeting. Len seconded. The motion carried.

## **ADDENDUM A: ECCFA PRESIDENT LORI CLARK'S REMARKS TO THE BOARD OF TRUSTEES (JANUARY 24, 2023)**

Welcome to the Spring 2023 semester.

It is nice to be back here among students and colleagues, all of us working to help our students be successful on this part of their educational journey.

On the first day of class, one of the things I discuss with students is the importance of being respectful of everyone in the class—their classmates, their professors, and I tell them they will also have my respect, understanding and support.

The concept of respect is one that we hear a lot at ECC. There are reminders about respect for diversity and diverse voices and opinions. Students follow a code of conduct that has, at its core, a foundation of respect for everyone on campus. However, sometimes, the importance of respecting others is forgotten.

On Opening Day, the topic of remote work came up. Within that conversation, staff members were told to “give it a rest” in regards to wanting the benefit of being able to work remotely. Within this comment there was a lack of respect for those staff members. They were being told their voices didn’t matter, their reasons didn’t matter, and they were being shut down. This lack of respect has an impact on morale for those who work at the college—whether remote work impacts them or not.

Respect may not always look the same. It can look like something else, I have heard several stories of adjunct faculty who have lost classes due to low-enrollment. In these cases, the adjunct was scheduled to teach courses this spring, but low enrollment caused classes to be cancelled and adjunct faculty were bumped from their classes—even after they had spent hours prepping for those classes.

In some cases, adjuncts lost the majority of their course load, which will cause a severe financial strain on those adjuncts. In order to respect our adjunct faculty, we need to work toward more equity in regards to benefits and pay. Being more equitable with our adjunct faculty is a way to show them respect that is long overdue.

These are just a couple of recent examples, but there are things that we can do every day to make sure we are being respectful of everyone who is part of this campus.

It behooves all of us on this campus to be considerate of the other people on this campus, to think about where they are coming from, what their struggles may be. We hear this often when it comes to how we think about and support our students. It is imperative that we consider these same concerns with those who work here. It is our responsibility to show respect to every single person who makes ECC part of their educational and/or life journey.

**ADDENDUM B: ECCFA PRESIDENT LORI CLARK'S CORRESPONDENCE WITH KANE COUNTY DEMOCRATS**

Kane County Democrats  
473 Dunham Road  
Suite 102  
St. Charles, IL 60174

Elgin Community College Faculty Association  
1700 Spartan Drive  
Elgin, IL 60542

17 January 2023

To Whom it May Concern:

I am writing on behalf of the Elgin Community College Faculty Association (ECCFA), Local 3791. The ECCFA is interested in purchasing an ad in support of the upcoming Truman Dinner. However, before doing so, our members are interested in knowing where the Kane County Democrats stand in regards to supporting railroad workers.

As we saw with the Congressional intervention in early December, there were Democrats in Congress who were not in support of House bills that would have protected railway workers, including sick time.

Based on this dissension between the union workers and congressional Democrats, we would like to know the stand that the Kane County Democrats takes with the recent railway labor disputes.

Thank you for your time.

Sincerely,

Lori Clark  
President, ECCFA  
Local 3791  
Elgin, IL

## **ADDENDUM C: KANE COUNTY DEMOCRATS' RESPONSE**

Hello Ms. Clark,

We have always supported workers and their unions over corporations. Yes, we support the railway workers, we support raising the minimum wage and Starbucks workers right to organize.

Kane County Democrats also worked with organized labor to pass the workers right amendment. All 30,000 party pieces included vote yes for workers right amendment. Kane county carried the amendment making Illinois the first state in the nation to pass the important measure. Illinois will never be a right to work state. Kane County Democrats has always supported unions, and unions have supported the Kane County Democrats.

Thank you,  
Mark Guethle, Chair  
Kane County Democrats