

ATTENDANCE

	Name	Div/Term		Name	Div/Term		Name	Div/Term
✓	Lori Clark (President)	2022-2024	—	Margaret (Peggy) LeMoyne	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)	CABS 2022-2024	✓	Luis Martinez	HP/MSE 2022-2024	✓	Terri Birch (2 nd VP, Membership)	UAF2, LVPA 2022-2024
✓	Ryan Kerr (Chief Negotiator)	CABS 2023-2025	✓	Kimberly Tarver	HP/MSE 2022-2024	✓	Amanda Hirsch	UAF2, CABS 2021-2023
✓	Ruby Sanny	CABS 2023-2025		VACANT	HP/MSE	✓	Janice Petit- Sollenberger	UAF2, LVPA 2022-2024
✓	Dave Reich	SBCT 2023-2025	✓	Les McTighe	LVPA 2023-2025	✓	Tammy Ray (Webmaster)	UAF2, SBCT 2022-2024
✓	Patrick Gordon	SBCT 2022-2024	✓	Susan Robinson	LVPA 2023-2025	—	Jason Walczak	UAF2, SBCT 2022-2024
✓	Clark Hallpike	SBCT 2022-2024	✓	Steve Wood (Treasurer)	NON-VOTING 2022-2024	✓	Lisa Del Giudice (Comms Liaison)	UAF1 2023-2025
			✓	Laura Haske (Secretary)	NON-VOTING 2022-2024			

Member Guests: Kris Campbell

1. ANNOUNCEMENTS

- a. **Orrin G. Thompson Teaching Excellence Nominees.** The ECC Faculty nominated for the Orrin G. Thompson Teaching Excellence Award were recognized and congratulated.
- b. **Article - AI Resistant Assistants.** Dr. Amanda Hirsch wrote an interesting and informative [article](#) on how to make assignments resistant to AI.

- c. **Achieving the Dream Coaches Visit.** Friday, April 19, 10:00 AM - 11:00 AM - Faculty participation is encouraged. In-person attendance is preferred, but interested faculty can participate online with this Zoom link: <https://elgin-edu.zoom.us/j/98050076086>.

2. APPROVAL OF MINUTES

- a. Kim moved to approve the February 21, 2024, senate meeting minutes. Diane seconded. A correction was made to the Honorarium list. The motion carried.

3. TREASURER'S REPORT: STEVE "WOODY" WOOD

- a. The report was accepted.

4. PRESIDENT'S REPORT: LORI CLARK

- a. Attended: Grievance meeting, meeting with Peggy Heinrich and Anthony Ray (testing center form, nursing compensation for site training), meeting with Dr. Sam (President's Taskforce, Aspen Award, 75th Anniversary).

Senators asked about the President's Taskforce. Lori shared that the task force conversation was related to grievance concerns involving investigating student complaints about faculty.

- b. **1st Vice President's Report: Stacey Shah.** Attended: VP/CHRO/ECCFA meeting (dual credit). Approved overloads and fielded emails.

Senators asked about the dual credit issue. Dual credit students do not have ECC IDs, so they cannot use library resources.

- c. **2nd Vice President's Report: Terri Birch.** Attended: collar county meeting. Terri provided an update on COD and other negotiations.

5. COMMITTEE REPORTS

- a. **Elections - Chris Cunningham.** The MPSE split has created some issues related to committee representation on SLAAC. Senators discussed possible solutions. Senators were encouraged to remind people about the elections and get more names on the ballot. Release time is available for certain committees and ECCFA work. There's no cap on release time, but you can't take it if you have overload hours.
- b. **Membership - Terri Birch.** Terri had a productive meeting with Diane from IFT.

6. OLD BUSINESS

- a. **Nursing Compensation for Training.** The administration has agreed to start paying all nursing faculty required to do on-site training. A new line will be added to the supplemental chart. It still needs approval from the Board, but we expect that to happen soon.

- b. **403(b) Fees.** There are currently 189 people using OneAmerica at ECC. The Sikkich fee is going to be passed on to those individuals. The college had no reason to suspect a big uptick in users. We were lied to. Senators expressed they would have decided differently about what to do with their funds if they knew that the projected number of users was artificially inflated. Do we need legal representation? Senators are very unhappy with the situation. See [Addendum A](#) for Professor Carpenter's notes from her February 403(b) meeting.

7. NEW BUSINESS

- a. **ECCFA Honorarium Discussion.** Kim recommended increasing the honorariums and reviewing whether additional honorariums should be given. Any changes will need to be approved by the whole membership. Senators discussed past practice of officers doing this work over the summer. Kim withdrew a motion related to setting up a committee.
- b. **Emergency Management Strategic Plan.** John Mravik is our elected ECCFA representative on this committee. The committee is seeking information from faculty about creating an effective management plan. Lori will email Senators for feedback.
- c. **Authentic Interviewing Ideas.** Jessica suggested creating a new way of evaluating faculty applicants. Institutions are creating dynamic, action-oriented questions for interviewees, giving them artifacts for reaction in real-time. This avoids concerns about AI-generated interview question responses.
- d. **Matt Bishop.** Senators discussed the passing of faculty member Matt Bishop and expressed sympathy from ECCFA.
- e. **ECCFA Secretary Transition.** Laura announced she would focus her union volunteering efforts on the grievance committee during the upcoming school year. A new ECCFA secretary is needed. She has all the resources and is willing to train the new secretary.
- f. **Crayola Program.** Jessica shared that Crayola has a [recycling program for markers](#). It might be nice to have the program on campus.

8. ADJOURNMENT

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

Addendum A: 403(b) Meeting Notes from Jessica Carpenter (February 27, 2024)

Review Notes—Investments- Jessica Carpenter, 02.27.2024

- Reviewed super-document on General Market Trends and ECC funds
 - Can feel free to share this even though it's marked confidential
 - This is not very user friendly since it's designed for people choosing funds etc. not plan participants.
 - Questions? Ask Joe/Gretchen from Sikich
 - https://drive.google.com/file/d/1Sw634f4aPwOwlwOR_BjdNYmMZXMma58uB/view?usp=sharing
- Do age-related funds make sense for faculty who may retire much earlier than normal age?
 - The default aims for 65--- encourages consultation with a 'professional' person on their plan or their own adviser if that is not the individual's plan.
 - Can move between TIAA funds of different retirement dates (these are the default funds and they all have dates on them like 2025, 2030 etc.)
 - Can decide to use the non-auto funds also (but this really needs consultation to do correctly)
- What happens when funds change? Are there extra fees?
 - No charges ever to move funds unless it looks like you are playing the system (like every 30 days—frequent trading). Between ANY of the funds (allocated or self-choice)
 - There are no additional fees if you hold both a 403b and a 457b, the flat fee is per participant not per plan
- Aren't flat fees insane for persons trying to save small amounts?
 - Yes, bad idea. Advise against.
 - But OMNI was charging 30 bucks per head previously on top of whatever management fees the plans we also charging.
- More about those flat fees that are coming:
 - ECC has paid through 2024 as they were growing the number of participants
 - 12/31/24 is when the fees will kick in (so 2025)
 - "Very good numbers" of people enrolling
 - Hope for 400-500 participants- Lesia does not know current totals she said several hundred. They said "new hires". I said "but retirees". I will try to circle back and get the actual numbers.
 - They can check who has small balances as we move forward with reviewing the system
 - We will do another meeting Oct/Nov ish so we know what's going to happen to the fees in 2025 in advance.
- On a completely different topic:
 - Anyone new to SURS July 1 2023, will be auto-enrolled with 3% contribution into the SURS 457b. You can escape this. ECC is waiting until SURS tells us to enroll them, they could already be in SURS elsewhere. This is a new law
- Made a suggestion that the meeting today is the kind of thing you'd do yearly with your advisor, and it would be good to do an all-college version.

- We can and should add at least one more faculty person to this group- I nominate Chris Cunningham