

ATTENDANCE

	Name	Div/Term		Name	Div/Term		Name	Div/Term
x	Dan Kernler (President)	2024-2026	x	Les McTighe	LVPA 2023-2025	x	Tom Limberis	SBCT 2024-2026
x	Stacey Shah	ARIT/ABEC 2024-2026	x	Susan Robinson	LVPA 2023-2025		Terri Birch	UA2, LVPA 2024-2026
x	Liddy Hope	CABS 2024-2026	x	Michelle Kershner	MSE 2024-2026	x	Tammy Ray (Webmaster, 3rd VP)	UA2, SBCT 2023-2025
x	Ryan Kerr (Chief Negotiator)	CABS 2023-2025	x	Chris Cunningham (Parliamentarian)	MSE 2024-2026	x	Katherine Fletcher (2nd VP)	UA2, MSE 2024-2026
x	Ruby Sanny	CABS 2023-2025	x	Luis Martinez (1st VP)	MSE 2024-2026	x	Ali Malik	UA2, MSE 2024-2026
x	Josh Thusat	CABS 2024-2026	x	Dave Reich	SBCT 2023-2025	x	Lisa Del Giudice (Comms. Liaison)	UA2 2023-2025
x	Lisa Hodson	HP 2024-2026	x	Patrick Gordon	SBCT 2024-2026		Kimberly Tarver	HP 2024-2026
x	Clark Hallpike	SBCT 2024-2026						
NON-VOTING								
x	Alison Douglas (Secretary)	2024-2025	x	Steve "Woody" Wood (Treasurer)	2024-2025	x	Antonio Ramirez	

VISITORS

- Kris Campbell
- Jessica Carpenter

ANNOUNCEMENTS

- [Diwali Celebration](#), Tuesday Oct 29, 11am-1pm, Jobe Lounge
- Congratulations to the many faculty who were nominated for this year's National Institute for Staff and Organizational Development (NISOD) Excellence Award!
 - Rhey Ayenda, Instructor of Basic Nurse Assistant
 - Brian Bohr, Instructor of Communication Studies
 - Amy Brandolino, Assistant Professor I of Art History
 - Alison Douglas, Professor II of English
 - Amanda Gerke, Instructor of Biology
 - Patrick Gordon, Professor of Business
 - Peter Han, Associate Professor II of Humanities

- Laura Haske, Associate Professor II - Paralegal
 - Ami Kalisek, Massage Therapy Unit Adjunct II Faculty
 - Ariel Larson, Communication Studies Unit Adjunct Faculty
 - Shawn Maxwell, Professor I of Music
 - Amber Meeke Lay, Human Services Adjunct Faculty
 - Marina Morrow, Physical Science Unit Adjunct Faculty
 - Tracy Meyer, Associate Professor II of Mathematics
 - Gary Norden, Professor II of Automotive
 - Chad Pearion, Assistant Professor II of Biology
 - Hani Qasmieh, Professor II of Biology
 - Todd Ramljak, Associate Professor I of Criminal Justice
 - Asha Raval, Professor II of Education
 - Susan Robinson, Associate Professor II of Theatre
 - Manuel Salgado Professor II of Psychology
 - James Sedivec, Math Unit Adjunct Faculty
 - Angelika Stachnik, Professor I of Medical Imaging
 - Colleen Stribling, Professor II of ESL
 - David Strossner, Emergency Services Unit Adjunct Faculty
 - Richard Stumbaugh, Emergency Services Unit Adjunct Faculty
 - Kim Tarver, Professor II of Physical Therapist Assistant
 - James (Curt) Walker, Mathematics Unit Adjunct II Faculty
- [Early Voting for Kane County Residents](#), Tues Oct 29 & Wed Oct 30, 9am-4pm, Lakeside Patio (outside Building B across from the ECC Bookstore)

COPE

- Luis Martinez moved the adjourn to COPE
- Tammy Ray seconded the motion
- Meeting adjourned

OFFICER REPORTS

- **SECRETARY'S REPORT: ALISON DOUGLAS**
 - Purchased and delivered congratulatory cards for the newly tenured faculty.
 - Approval of minutes from [10/9/2024](#)
 - Motion to approve the minutes from 10/9/2024: Michelle Kershner
 - Motion seconded: Patrick Gordon
 - Minutes approved
- **TREASURER'S REPORT: STEVE "WOODY" WOOD**
 - See emailed report.
- **PRESIDENT'S REPORT: DAN KERNLER**

- Met with Chief Negotiator, Ryan Kerr, and admin to discuss and approve an updated Course Capacity list. Most faculty requests were approved, with a few minor differences.
 - Requests to change capacity can be proposed by faculty. VP of TLSD and Negotiating team discuss, review space, and agree to the course capacity
- Met with admin on the following topics:
 - Release time for UAF - Past practice was to award release time or voluntary overload to UAF in leadership roles (i.e. 2nd and 3rd VP) as voluntary overload, so the college will continue with that practice.
 - Library department meetings outside of the academic calendar - This was brought to the library administration previously and will be reminded again.
 - Library office space - Still part of a long-term plan, with no firm timeline. There is apparently a temporary solution for the new PT librarian.
 - There was consensus that working conditions are not adequate for librarians. There is a long history of requests being denied by admin. Multiple suggestions have been offered and refused by library administrators.
 - Librarians have crafted a plan to make the copy room into an office and submitted it to admin. It is on the committee's list of requests.
 - Motion: Move the agenda for this meeting forward
 - Michelle moved to end the discussion to move on with the agenda for this meeting
 - Dave seconded the motion
 - Motion passed. Three opposed
 - Concerns in the photography area - clarified that the space in question is interdisciplinary in nature.
 - Excess load - clarifying our concerns again
 - Generally agreed that the issue was too complex to try to resolve with this group
 - It will have to be addressed contractually if the negotiating team decides to do so.
 - Shared concerns about the adjunct space in Building K.
 - Annamarie reminded us that the ECC Request Portal is coming on 10/28. Requests for IT, Distance Learning, HR, and others will be processed through the new system.
 - ECC Requests Portal (Jira) FAQ: Go to the [Information Technology \(IT\) FAQ page on my.elgin](#) to see frequently asked questions (FAQs) about the ECC Requests Portal (Jira) as well as a guide on how to use it!
 - How-To Video: Prefer a visual guide? Watch our informative video demonstrating how to navigate the portal: [ECC Requests Portal Video](#)

- Met with ECCFA officers. Reached consensus about how to handle excess load, and to continue the status quo and handle it as it was in the past.
 - Handled a variety of emails, texts, and office visits, primarily regarding questions about excess load.
 - Approved a draft HSI Employee Survey, in consultation with Ryan Kerr. The survey should come out the week of November 11th.
- **1ST VICE-PRESIDENT'S REPORT: LUIS MARTINEZ**
 - Attended VP of TLSO/CHRO/ECCFA leadership meeting.
 - Attended ECCFA officers meeting.
- **2nd VICE-PRESIDENT'S REPORT: KATHERINE FLETCHER**
 - Attended the VP/CHRO/ECCFA meeting.
 - Attended a meeting of the ECCFA officers.
- **3rd VICE-PRESIDENT'S REPORT: TAMMY RAY**
 - Attended the VP/CHRO/ECCFA meeting.
 - Attended a meeting of the ECCFA officers.

COMMITTEE REPORTS

- **Grievance** - Laura Haske and Peter Han
 - See [attached report](#).
- **Social Media** - Jessica Carpenter

I consulted with our IFT rep Andrew Cantrell regarding senate questions about posting material to the ECCFA Facebook. There was some confusion between COPE rules and ECCFA rules. COPE business only involves official ECCFA endorsements and spending money on a candidate or campaign. It IS in ECCFA's purview to share political speech, so barring any language that says otherwise, reposting information from our parent unions (AFT/IFT), including their political endorsements/events/etc to our social media is fine. Our social media can also post any ECCFA COPE endorsements (usually board elections).

- **COPE** - Antonio Ramirez

ECCFA-COPE is sponsoring travel to canvass **friendly union voters** for Harris/Walz and IFT-endorsed candidates in Kenosha, Wisconsin on Saturday, Nov 2.

Transportation, food, and training provided. Bus will leave at 10am from ECC and will return at 6pm. ECC faculty, staff, spouses, friends, community members, and others are welcome to attend. [Register here](#).

ELECTIONS & COMMITTEE REQUESTS

Outstanding Committee Requests

- **HSI Strategic Plan Steering Team Request (October 2024 - June 2025)**
Chair: Dr. Garcia, Asst. VP of TLSD
 - Still seeking one additional faculty representative.
- **Strategic Enrollment Management (SEM) Committee**
Meetings: Once per month September 2024 through May 2025.
 - Still seeking one additional faculty representative.
- **Faculty Development (Chair: Jessica Carpenter)**
Meetings: Online recently: E/O Thursday 3:30pm
 - 1 HP
 - 1 CABS
- **Grievance (Chairs: Peter Han and Laura Haske)**
Meetings: E/O Wednesday 4:00-5:00 pm (virtual meetings)
 - 1 UAF2
 - 1 UAF1

Elections and Appointments

- **Excelencia in Education – Dr. Phil Garber**
Seeking one faculty for a short-term commitment during the 2024-2025 Academic Year.
 - Volunteer: Antonio Ramirez
I've been an advocate for Latino issues at ECC for the 10 years I've been on campus. I designed the college's first Latino history course and have served as an active participant in Latinx Heritage Month for several years. I'd like to learn more about what Excelencia is doing and support ECC's work around its HSI servingness.
 - **Approved**
 - Ryan Kerr moved to approve Dr. Ramirez to serve on this committee
 - Michelle Kershner seconded the motion
 - Motion passed

OLD BUSINESS

- Adjunct pay equity discussion
 - Dave Reich moved to adjourn to committee of the whole to discuss adjunct equity pay
 - Tammy Ray seconded the motion
 - The motion passed
 - Dan shared a [slide show](#) with data to explain the current state of faculty pay
 - There is a big difference between rates for adjunct librarians and adjunct faculty because adjunct faculty pay does not consider time spent on

grading and prep. But grading and prep are part of the contractual calculator for FT faculty

- This conversation can be revisited throughout the year; today's conversation was an effort to get senators thinking about recommendations for eventual negotiation
- The Senate committee of the whole could vote to prioritize specific calculations if we chose.
- A lengthy discussion of the topic of adjunct equity took place. A variety of points were shared, including some suggestions for the negotiations committee to consider. The Senate Committee of the Whole agreed to revisit the discussion.
- Liddy Hope moved to adjourn from the committee of the whole
 - Chris Cunningham seconded
 - Motion passed

NEW BUSINESS

- none

ADJOURNMENT

Tammy Ray moved to adjourn

Lisa DelGuidice seconded the motion to adjourn

Meeting adjourned

ECCFA SENATE FALL 2024 MEETING SCHEDULE: 3:15-4:45 P.M.

- 11/6/2024
- 11/20/2024
- 12/4/2024

ECC BOARD OF TRUSTEE MEETINGS

Faculty are encouraged to attend ECC Board of Trustee Meetings. Please sign up in [this form](#) and we'll send you an Outlook reminder.

- Finance Committee (2:00-3:30, E 100.01)
 - December 9
- Committee of the Whole (3:00-6:00, E100.01)
 - November 11
 - December 9
- Board of Trustees (6:30-9:00, Siegle Auditorium)
 - November 12
 - December 10

ADDENDUM - REPORTS

Grievance Report for 10/23 Senate Meeting

<u>Category</u>	<u>Number This Semester</u>
Active Files	5
Disciplinary Meetings	3
Formal Resolutions Reached	0
Informal Resolutions Reached	5
Recovered Compensation	\$6,570.00

Since the last Senate meeting, the grievance committee has the following updates:

Resolved Issues

- **Merged Courses.** The committee agreed that this was not a clear contract violation. Because it is a widespread and long-standing issue, it should be referred to negotiations.
- **Title IX Case.** This issue was resolved with faculty cooperation at the informal investigation stage—no discipline.

New Issues

- Special Pay Processing in HR

Next Meeting: Wednesday, October 30, 4:00pm – 5:00pm

[Back to Agenda](#)