

ATTENDANCE

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

VISITORS

- Antonio Ramirez
- Travis Linville

COPE

- Stacey Shah made a motion to adjourn to cope. Luis Martinez seconded.
- Tammy moved to adjourn from COPE and Katherine seconded

ANNOUNCEMENTS

- The Labor Education Program at the University of Illinois is [now accepting applications](#) to the 2025 Regina V. Polk Women's Labor Leadership Program. The Polk School runs April 30, 2025 - May 4, 2025 at the Pat Greathouse UAW Education Center in Ottawa, Illinois. Deadline for applying is: March 7, 2025.

If you have any questions, please contact Emily E. LB. Twarog at etwarog@illinois.edu or Stephanie Fortado at seawell2@illinois.edu.

- Union Leadership Institute Training through IFT is scheduled for June 22-26, location still TBD. This is a great opportunity for members of the Negotiations Committee or those interested in serving on Grievance. All registration, housing, and on site food costs are covered, and the ECCFA may be able to cover costs of missing classes for those teaching over the summer. Interested faculty should contact Dan Kernler at dkernler@elgin.edu.

OFFICER REPORTS

- **SECRETARY'S REPORT: ALISON DOUGLAS**
 - Approval of minutes from January 29, 2025.
 - Luis Martinez made a motion to approve the minutes. Katherine Fletcher seconded the motion. The minutes were approved. Dave Reich abstained.
- **TREASURER'S REPORT: STEVE "WOODY" WOOD**
 - See emailed report.
 - Working with Melissa Crowley from IFT to track down some rebate checks that were not received.
 - IFT will rebate all the missing checks in one large check.
 - He closed our equity account
 - Dues have been paid through February
- **PRESIDENT'S REPORT: DAN KERNLER**
 - Met with VP of TLSD
 - The college is still working on forming a procedure for when faculty have questions or concerns about particular student accommodations. **For now, faculty should know that if they receive a request for accommodations that seems to contradict the objectives of the course, they can contact the ADA office to start a conversation with their staff and the student about how to best accommodate the student without compromising the integrity of the course.**
 - Shared concerns about the new admin procedure being developed regarding to comply with state law to make digital content accessible. This is still in progress, and we have faculty on the committee who are working on this.
 - We agreed to form an ad hoc committee with the goal of providing guidance for faculty regarding a threshold of evidence regarding academic integrity violations for the use of AI. We agreed that a committee of 4 faculty and 4 administrators would be a reasonable size to tackle this issue.
 - Annamarie shared:

- Cards are coming for faculty and students regarding what to do should federal immigration officers come on campus.
 - The Faculty Evaluation Handbook is nearly done. The hope is still to bring it to Senate to discuss at this meeting.
 - She did speak with the deans about our feedback from instructional coordinators regarding scheduling and cancelling classes.
 - Followed up about our concerns regarding program review documents that were edited after the fact. Annamarie mentioned that the Assessment office does edit these in order to create a cohesive narrative and voice, so this may be an issue of communication. She is following up with Assessment to clarify.
 - The Jotform for the all college meeting will still be monitored for questions in the future:
<https://elginedu.jotform.com/250275279411961>
 - Clarified library shared space - C111 will remain open for Zoom meetings and other needs.
- **1ST VICE-PRESIDENT'S REPORT: LUIS MARTINEZ**
 - Attended the VP/CHRO/ECCFA meeting
 - Attended the ECCFA officers meeting
 - **2nd VICE-PRESIDENT'S REPORT: KATHERINE FLETCHER**
 - Attended the VP/CHRO/ECCFA meeting
 - Attended the ECCFA officers meeting
 - Approved one overload
 - **3rd VICE-PRESIDENT'S REPORT: TAMMY RAY**
 - Attended the VP/CHRO/ECCFA meeting
 - Attended the ECCFA officers meeting

COMMITTEE REPORTS

- **Membership** - Kim Tarver
 - See [attached report](#).
- **Grievance** - Laura Haske and Peter Han
 - See [attached report](#).
- **COPE** - Antonio Ramirez
 - See [attached report](#).
- **Faculty Development** - Jessica Carpenter
 - See [attached report](#).

- **Elections Committee**

Chris Cunningham, Katherine Fletcher, Roxie Bell

The Elections Committee has established a tentative timeline for this year's election and is accepting corrections or suggestions from Senate.

- 2/18: First announcement to ECCFA members regarding approaching elections
- 2/27: Nomination forms updated and ready to go
- 3/3: Second announcement of election to ECCFA members, with a nomination link.
- 3/3 - 3/21: Accepting nominations
- 3/24 - 3/28: Ballots created and a meeting to verify them.
- 3/31 - 4/6: Spring Break
- 4/7: Third email to ECCFA members, with an election link.
- 4/7 - 4/18: Election
- 4/22: Ballots counted and a meeting to verify them.
- 4/22 - 5/2: Election results emailed to candidates and committee chairs, sheet updated
- 5/5: Elections results reported to Senate; new Senators seated

ELECTIONS & COMMITTEE REQUESTS

Outstanding Committee Requests

1. 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

A. AI and Academic Integrity (Annamarie Schopen)

Seeking 4 volunteers

Dave Reich made a motion to approve the three volunteers (Chris Cunningham, Ryan Kerr, and Mark Krukowski) to serve on this committee. Stacey Shah seconded the motion. Dave Reich made a motion to amend the motion to add Josh Thusat. Chris Cunningham seconded. The motion passed.

- **Chris Cunningham** (FT Math)
- **Ryan Kerr** (FT ENG)
- **Mark Krukowski** (FT, CIS)
- **Josh Thusat** (FT, ENG)

OLD BUSINESS

- Following up on the name change concerns shared at the 1/29 meeting - some details needed.
 - It took three weeks for a faculty member to change her preferred name in ECC's email system

NEW BUSINESS

- Discussion on faculty teaching in multiple departments
 - Patrick Gordon made a motion to create a task force or working group of folks that have some experience with this and could make a recommendation for the negotiating team.
 - Dave Reich seconded the motion.
 - The motion carried.
 - Dan will put out a call for members
 - Patrick and Dave volunteered
- Summary of new Tenure and Evaluation Handbook (Stacey Shah)
 - SENATORS: This is important because, per the contract, ECCFA Senate has to approve changes to this process
 - [See Slide Deck Here](#)
 - The team has been working since September 2023. It has been a collaborative group of faculty and administrators.
 - The handbook is based on a document the team created "Essentials of an ECC Educator." All parts of the faculty evaluation process stem from this document
 - Classroom observation
 - Significant changes to the form
 - More focus on conversation than the checklist
 - All modalities and divisions covered on the same form
 - Librarian faculty evaluation will be portfolio-based
 - Self-assessment
 - Again more conversation-focused
 - More emphasis on feedback on each section from supervisors
 - Ability for faculty to also provide feedback
 - Timing of the self-assessment has changed to allow for more substantive reflection and feedback
 - Student Evaluation of Instruction
 - Also based on "Essentials of an ECC Educator"
 - Instructors will be able to add their own questions to the form
 - Tenure process
 - Change in tenure committee membership guidelines
 - Dean chooses the content expert
 - Senate can choose a member
 - Committee chairs and administrators are required to take the [Equitable Tenure Support Workshop](#) presented by CETAL

- Classroom observation
 - Unique observation for first semester
 - Different time frame for non-teaching librarian faculty
- Modified, more targeted portfolio
- Changes to make the tenure calendar clearer for all
- Questions/Concern
 - Anyone currently in the tenure process will follow the current process
 - Concerns about submitting self-assessment in April just before finals (remember that you can submit EARLIER). The goal was to give administrators time (summer) to review the documents and give faculty a window to apply feedback to next semester's teaching

FUTURE ITEMS FOR DISCUSSION

- Reminder to senators to spread the word about professional expense money. Requests are due Feb. 20 for full-time faculty

ADJOURNMENT

A motion to adjourn was made by Dave and seconded by Tammy

ECCFA SENATE SPRING 2025 MEETING SCHEDULE: 3:15-4:45 P.M.

- 2/26/2025
- 3/12/2025
- 3/26/2025
- 4/9/2025
- 4/23/2025
- 5/7/2025

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)
 - March 10
 - May 12
- Committee of the Whole (3:00-6:00, E100.01)
 - March 10
 - April 14
 - May 12
- Board of Trustees (6:30-9:00, Siegle Auditorium)
 - March 11
 - April 15

- May 13

ADDENDUM - REPORTS

Membership Report for 2/12 Senate Meeting

2/5/2025	Total Bargaining Unit Members	Total Signed ECCFA Members	Total Unsigned	Total % Signed
Full Time	155	152	3	98%
UA2	187	147	40	79%
UA1	88	19	69	21.5%
INA	36	22	14	61%
Total	466	339	127	73%

1/8/2025** <i>May not be accurate</i>	Total Bargaining Unit Members	Total Signed ECCFA Members	Total Unsigned	Total % Signed
Full Time	155 (↔)	151 (↓ 1)	4 (↑ 1)	97.4%
UA2	178 (↓ 9)	141 (↓ 5)	37 (↓ 13)	70% (↓)
UA1	69 (↓ 1)	21 (↑ 1)	48 (↓ 2)	30%
INA	43 (↔)	25 (↔)	18 (↔)	58%
Total	445 (↓ 10)	338	107 (↓ 22)	76%

1. HR Reports for January reflected December data; February reports appear to be current; reviewing UA1 membership fluctuations and recruitment opportunities
2. Bowling for Dollars/Lane Movement Article submitted to Sentinel
3. ECCFA Office Hours pilot program launched; week 1 minimal participation; ideas?
4. Future Membership Benefits Topics & strategies pending: No Progress
5. Coordinate with IFT re: membership recruitment activity to promote benefits of belonging to ECCFA: No Progress
6. Continue to promote use of [Electronic Membership Form](#) on ECCFA Website!

Submitted by Kim Tarver, Membership Chair

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Grievance Report for 2/12 Senate Meeting

Active Files	5
Disciplinary Meetings	5
Formal Grievances	3
Informal Resolutions	7
Consultations	13
Recovered Compensation	\$108,945.00

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COPE Report for 2/12 Senate Meeting

Request for Senate

I'd like to request \$500 to spend on Facebook political ads to support our BOT candidates (approximately 90%) and Vincent Gaddis for Aurora Library Board (approximately 10%).

Question for Senate

Who would like to attend the Truman Dinner, March 2, 2025 @ 4:00 pm – 7:00 pm The Q Center 1405 N. 5th Avenue St. Charles, IL?

COPE has 2 tickets available. We are also paying for 2 tickets for our candidates.

Upcoming COPE events

- 1) Meet-and-Greet Fundraiser with Endorsed BOT Candidates - Tues, Feb 18th, 4-7 at Old Republic, 155 S Randall, Elgin. Free drink + appetizers.

[Facebook event here](#).

[E-Flyer file here](#) and below.

- 2) Postcard Writing w/ECCFA - Saturday, March 15th, 9:30-11am at Dream Hall 51 S Grove, Elgin.
- 3) Textbanking w/ECCFA - Thurs, March 27, 4-5:30pm at Grumpy Goat Tavern, 875 Sports Way, Elgin.

Requests for ECCFA members

*Please follow James Allen for ECC on Facebook:

<https://www.facebook.com/JamesAllenForECC>

*Please follow “Citizens for Vincent Gaddis” on Facebook:

<https://www.facebook.com/profile.php?id=61572818526258>

*Please follow “ECC Faculty Union COPE” on Facebook:

<https://www.facebook.com/eccfacope/>

*Contact Antonio at eccfacope@gmail.com if you’d like to start or raise your COPE donation.

Antonio Ramirez, COPE Chair

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Faculty Development Report for 2/12 Senate Meeting

Fac Dev has met and set the maximum 2025 Individual Faculty development amount at \$5000.

That’s a big jump, but we need to spend down some of our reserve fund.

Remember that Faculty Development is a competitive process. Although our projections (thanks AI for doing the statistics) are based on an attempt to spend down 50% of the reserve, it is always possible we get an uncommon amount of requests or more persons who utilize the entire amount. Do not tarry!

What can you use this money for? Typically it is used to attend conferences or pay for courses, although we have seen some other projects occasionally. Please make sure if you are using the course(s) for lane movement that you get pre-approval from your dean (this does not go through FD but the form is in our handbook). Without pre-approval the course(s) can only be submitted for credit through alternative lane, which is significantly less generous. If you have a pre-approval for the entire program you do not need individual course approval. ((we do NOT need preapprovals to come to us when you request funding)).

Reminder on lane movement: Lane change activities completed by December 31 and documented no later than February 15 shall be awarded on the salary schedule for that calendar year. (this is also not our process, document with HR)

Group Proposals are due by February 28th. Details are in the faculty development handbook at eccfaculty.org

I wish everyone a good 2025, let's get our professional development on!

Dr. Jessica Carpenter