

## ATTENDANCE

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

## VISITORS

- Jessica Carpenter, FT PSY
- Kris Campbell, FT MTH
- Kyle Witek, FT, WLD
- Manuel Salgado, FT, PSY

## ANNOUNCEMENTS

- Congratulations to the recipients of the 2025 Orrin G. Thompson Teaching Excellence Award!
  - **Soma Chattopadhyay** – Assistant Professor II of Engineering
  - **Nina Ullman** – History Unit Adjunct Faculty
- Congratulations to **Ami Kalisek**, UAF, Massage Therapy, who has been selected as the American Massage Association Illinois Educator of the Year for 2025!
- Congratulations to the following newly tenured faculty!
  - **Peter Infelise**, Associate Professor I of Design
  - **Andrew Beck**, Instructor of Certified Recovery Support Specialist Program

- **Maureen Gray**, Assistant Professor I of Psychology
  - **David Scott**, Instructor of HVAC
  - **Mae Hicks Jones**, Associate Professor I of Business
  - **Lori Marco**, Assistant Professor I of Ophthalmic Technician Program
- From Jessica Carpenter, Social Media Maven:  
I am looking to make sure I am on the right social media platform(s). If you could fill out this incredibly brief 3 question form I would really appreciate it. Thanks!  
<https://forms.gle/z2fDQh4m9gmnAWqN8>
  - Information from ECCP3:



## OFFICER REPORTS

- **SECRETARY'S REPORT: ALISON DOUGLAS**
  - Approval of minutes from March 12, 2025.
  - Tammy Ray made a motion to approve. Michelle Kershner seconded the motion. Motion carried.
- **TREASURER'S REPORT: STEVE "WOODY" WOOD**
  - See emailed report.
  - IFT Rebate: \$3875.02 (from long overdue rebates)
  - Woody will be emailing stipends to officers. Watch for email asking for home addresses
- **PRESIDENT'S REPORT: DAN KERNLER**
  - Cancelled VP/CHRO meeting due to lack of topics.
  - Spoke with President Heinrich.
    - Shared progress on the Faculty Evaluation Handbook.

- Discussed the uncertainty around the impact of federal actions on ECC. There is still little clarity.
  - One of the “impacts” is faculty members who feel the need to pre-emptively change course materials
    - A lot of this is academic freedom; faculty have the right to change course materials if they wish
    - We don’t think that faculty “have to” make changes to course materials at this point
    - Faculty can talk to each other about these issues without violating any executive orders
    - Senators could make a clarifying statement to constituents: Remember that you have academic freedom to determine appropriate course materials. Executive orders from the President do not impact your academic freedom. You are not currently required to make any changes to your curriculum or course materials.
  - What kinds of statements/information would we like to see from admin?
- Supported a faculty member during a meeting with HR.
- Met with faculty concerning a departmental issue.
- Met with the IFT Dual Credit Committee. We are making progress on a statement that we hope to complete in May.
  - Remember that IFT represents both high school and college faculty
  - Whatever statement they make can’t take back policies already in place that would hurt high school faculty
- Scheduled meeting with HR to clarify the current process regarding initial step placement.
- **1ST VICE-PRESIDENT’S REPORT: LUIS MARTINEZ**
  - I have been fielding questions and concerns from faculty members regarding Faculty Evaluation and Tenure Handbook.
- **2nd VICE-PRESIDENT’S REPORT: KATHERINE FLETCHER**
- **3rd VICE-PRESIDENT’S REPORT: TAMMY RAY**

## COMMITTEE REPORTS

- **Membership** - Kim Tarver
  - No formal report
  - 3 new members!
- **Grievance** - Laura Haske and Peter Han
  - See [attached report](#).

- **COPE** - Antonio Ramirez
  - See [attached report](#).
  - COPE information cannot be shared on ECC email or machines
  - ECCFA website is on a private server, so selected information could be made accessible on the website.
  - Chris Cunningham made a motion to adjourn to COPE. Patrick Gordon seconded the motion.
  
- **Elections** - Chris Cunningham
  - See [attached report](#). **PLEASE READ - CONTAINS IMPORTANT DETAILS.**
  - No UA1 members have volunteered for negotiations
    - Ryan Kerr moved that Senate give the election committee permission to fill the UA1 seats from the UA2 candidates if there are no UA1 volunteers. Patrick Gordon seconded the motion. The motion passed with over 2/3 of senate members present voting in favor.
  - Dan will remind faculty members that the negotiations chair is elected by Senate from the members of the negotiation committee elected by members.

## 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. **ECCFA Amendments Committee**

The [ECCFA Constitution](#) says the committee should consist of at least one full-time, one UAF2, and one UAF1 member.

Volunteers:

- **Chris Cunningham**, FT Math  
 As elections chair I see when the specific wording of the constitution and bylaws creates tricky situations. However, I already wrote down all the tricky situations I found. Thus you should pick someone with Negotiations experience over me, because correctly rewriting the makeup of the negotiations committee will require knowledge of how that process works.
- **Diane Flahaven**, UAF2 Math  
 I was a senator when those changes were put in. I would like to see adjuncts fairly represented on committees. While both numbers of adjuncts have gone down, UA2s have added new adjuncts, while dual credit has just cut into our UA1

numbers. Also the addition of more full-time instructors has cut into the number of classes available for UA1s to teach.

- Dave Reich made a motion to approve these two members of the amendments committee. Tammy Ray seconded the motion. The motion passed.

**B. Employee Wellness Committee** (Chair: Janine Szerszen)

Seeking replacement for a faculty member.

Volunteer: **Javier Coronado-Aliegro** (FT, Spanish)

Dave Reich made a motion to approve Javier as a member of this committee. Katherine Fletcher seconded the motion. Katherine). The motion passed.

## OLD BUSINESS

- Continuing the first read of the Faculty Evaluation Handbook draft.
- Tammy Ray made a motion to adjourn to Committee of the Whole. Katherine Fletcher seconded the motion.
  - Senate is responsible for voting on Handbook revisions, by contract
  - There is a lot of interest and concern about this from faculty outside of the Senate
  - The senators chose honor the labor of our colleagues by having a serious discussion about the proposal. Several senators and constituents have offered serious concerns about the revised handbook as well as suggestions for further clarity and explanation. However, the Senate does not have the prerogative to offer feedback or suggested revisions. The possible outcomes of this discussion are
    - Approve the handbook as revised
    - Do not approve the handbook as revised
  - Additional questions and concerns about the revised handbook
    - Language about non-unit adjuncts should not be in the faculty handbook because it appears we endorse something we have no control over
    - Discussion of wording that the objectives to be evaluated are “mutually agreed upon.” This was intended to give faculty agency over what they want to demonstrate or work on. However, some members were concerned about the vagueness of the wording.
    - Discussion of faculty concerns over the dean's option to choose the modality to be evaluated. Per Kris Campbell, there is an MOA from a previous grievance that clarifies that deans can determine the modality.
    - Some senators and members questioned the provision for customizable components of class evaluation for non-tenured faculty because the power differential between non-tenured faculty and tenure committees could limit their ability to “negotiate” these options. Further discussion noted that this may also be a challenge for fair treatment of non-tenured faculty.
    - Some senators and members introduced concerns about the “prescriptive” nature of expectations -- While many of these are “best practice,” members raised concerns about limitations of academic freedom as a result of these expectations.

- Senators and members raised concerns that the objectives are too vague to be observed in one 50 minute observation
- Senators and members discussed the expectations for “student-friendly language” in course materials (4G)
  - What is it?
  - How will that language be greeted by enddei.com
  - Is this expectation mandating specific teaching persona?
- Objective 1A -- Five philosophical statements from the Strategie Plan
  - Often in the handbook, “learning” is not included
  - It’s not clear how Objective 1A is to be assessed and achieved
- Members voiced concern over the Handbook’s assignment of responsibility for students’ campus safety concerns and sense of belonging to faculty.
- Senators reported that many of their constituents had contacted them to express concern about the revisions. They are confusing.
- Some faculty members expressed concerns that the revisions are an effort to address instructional issues with equity, diversity, and inclusion and that a rejection of the handbook revisions appears to be a rejection of that intention.
- Vote to approve or reject needs to be representative of senators’ constituents not the work that faculty members put into the development of these revisions
- Michelle Kershner moved to adjourn from the Committee of the Whole. Patrick Gordon seconded. The motion to adjourn from the Committee of the Whole passed.
- Michele Kershner moved to reject the proposed handbook. Patrick Gordon seconded the motion. Ryan Kerr amended the proposed motion to include a vote by poll. Dave Reich seconded the motion. The amendment passed. The motion passed.
  - Ryan Kerr amended the proposed motion to vote by poll. Dave Reich seconded the motion. Motion carried as amended
  - Poll --
    - IN FAVOR OF THE MOTION TO REJECT: 92%
    - OPPOSED TO THE MOTION TO REJECT: 7 %
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## NEW BUSINESS

- Les McTighe shared concerns about HR policies regarding the “longevity step” payment and unclear communication from HR regarding payments. The senate acknowledged the concern about interactions with HR and our sense of powerlessness.
- DRAFT [ECCFA Personal Email List Guidelines](#)
  - Discussion
    - These guidelines were created to increase confidence for members to share personal email
    - Personal email should be used only in specific circumstances.

- Anything political should only go to COPE participants -- Kim is adding this to the guidelines
  - Individuals can “unsubscribe” the emails and would then miss out on job action emails
- Personal emails are important so that ECCFA can communicate with members in case of a job action
- Dave Reich moved that ECCFA adopt the constant contact procedure for using personal emails. Luis Martinez seconded the motion.
  - Dave Reich amended the motion to replace “ constant contact procedure with “the ECCFA Personal Email List Guidelines” Luis Martinez seconded the amendment .
  - Patrick Gordon amended the motion to include “with modification to rule 4 indicating that the message subject field should include ECCFA.” Luis Martinez seconded.
  - The motion passed as amended
- The officers are seeking clarity about how much information can be shared when HR sends faculty a meeting request.
  - Are we OK if some details are shared that may be read by others on campus?
  - Currently, we receive requests like “Student Concern” or “Confidential Faculty Conversation” with no additional details.
  - At a recent meeting with HR, there seemed to be a willingness from Interim CHRO Tonisha Via to share more details, but only if the faculty approve.
  - Discussion:
    - When previous faculty members asked for more information, it was not disclosed to maintain the confidentiality of the investigation
    - Suggest that HR add a statement like, “If you would like additional information, please contact ...”
    - If the meeting is about potential disciplinary action, the wording could include language to that effect
    - Some concerns that information about HR meetings could be FOIA-able.
    - Recommendation from some members that if called to HR, faculty members should assume it is a disciplinary action and should bring a union representative

## **FUTURE ITEMS FOR DISCUSSION**

- Confirming details for reimbursing members who attend IFT training over the summer (librarians, in particular).

## **ADJOURNMENT**

Motion to adjourn Dave Reich. Second Katherine Fletcher. Adjourned at 5:00 pm

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

- 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)
  - May 12
- Committee of the Whole (3:00-6:00, E100.01)
  - April 14
  - May 12
- Board of Trustees (6:30-9:00, Siegle Auditorium)
  - April 15
  - May 13



## ADDENDUM - REPORTS

### Membership Report for 3/26 Senate Meeting

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### Grievance Report for 3/26 Senate Meeting

Active Files	7
Disciplinary Files	9
Formal Grievances	3
Informal Resolutions	7
Consultations	23
# of Files Opened AY 24-25	45
Recovered Compensation	\$108,945.00

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### Elections Report for 3/26 Senate Meeting

- There are no UA1 volunteers for negotiations. There are 4 UA2 volunteers for 3 spots. I would like Senate to decide between these two options:
  - Elect 4 UA2s and 1 UA1 (the UA1 will be write-in)
  - Elect 3 UA2s and 2 UA1s (the UA1s will be write-in)

The constitution states that we will have 3 UA2s and 2 UA1s, so putting 4 UA2s on the committee would require a motion “to suspend the rules and elect 4 UA2s to the negotiations committee.” Such a motion requires a two-thirds majority to pass since members count on us to do what the constitution says except in rare circumstances. Everyone voting for such a motion should feel confident that they could explain why the rules were suspended.

- Stacey Shah asked if ARIT and ABEC could be combined on faculty development like they are on some other committees. I checked with Jessica Carpenter, chair of the committee, who agreed this is best. Colleen Stribling was also consulted and agreed. Jessica asked Armando Trejo (his seat is the one being removed) who indicated he was happy to be a backup. I updated the Committees sheet with a note and removed the ARIT seat from the ballot.
- Closed nominations on 3/21
- Made ballots on 3/24
- Elections Committee met on 3/25 to verify ballots
- Election will be held 4/7 - 4/18.

- Remember that this body will elect the negotiations chair at the May meeting.

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