



The Sentinel

Voice of the ECC Faculty Association
Local 3791/IFT www.eccfaculty.org
March 2005

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From the President

As the ECCFA President, I attend the IFT Community College Council (CCC) meetings, which is a statewide group of IFT community college leaders that meets to discuss common issues and concerns 2-3 times a year. The CCC met on February 18, 2005, at the Illinois Federation of Teachers Convention, held in St. Louis. Perry Buckley, Chair of the CCC, and President of Chicago City Colleges, called the meeting to order.

Each local president provided a brief report on their collective bargaining, grievances and arbitrations, and organizing campaigns. The ECCFA IFT/AFT AFL-CIO Local 3791 was VERY PLEASED to report our success in organizing our three-hour adjuncts within our bargaining unit. The IEA came in and won elections at Harper, Triton, and City Colleges. The election at Kankakee resulted in no agent. Can you imagine where we would be with two separate bargaining agents here--one

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for full-time faculty and a different one for adjuncts? Hint: Think about what happened during the strike at City Colleges. Worse yet, can you imagine if our adjuncts had no agent such as those at Kankakee? We owe another big round of thanks to the Queens of Organizing: **Mary Peterhans, Sue Ford, Lynn Ducar, Crystal Kerwin, and Sherry Hellmuth.** ([Click Here for Related Photos](#))

It was also reported that our Grievance Committee has been working with our attorney and IFT representative regarding preparation of grievances and unfair labor practices filed on behalf of our unit adjunct faculty members at Fountain Square Campus.

We have not quite two years left on our current contract. We have several people trained in negotiations and grievance, but we need more of you YOUNGER (or at least FRESHER) faculty members to complete this training. Contact me if you are interested. Training is available in August.

The 2005 Community College Council Proposed Legislative Program was also presented and included the following items:

1. Increase state aid to community colleges to at least 50% of the operating costs
2. Restore the right of SURS recipients to receive service credit for up to two years of unused sick leave
3. Continue to pursue, via national legislation, the decoupling of the social security offset provision from state pension benefits

4. Adequately fund SURS, without increasing employee contributions and oppose any decrease in benefits for current or future annuitants
5. Introduce legislation to require that 75% of college credit courses in each department shall be taught by full-time faculty
6. Oppose any legislation which would undermine or remove teacher tenure
7. Amend the SURS statute to require the election of the SURS Board of Directors by SURS participants
8. Introduce legislation to prohibit community college residency rules
9. Introduce and support legislation that places a faculty member from a public community college on the Illinois Community College Board

In support of this legislative agenda, the ECCFA will again lobby on the Hill on Higher Ed Lobby Day. All ECCFA members are invited to attend **Lobby Day in Springfield on Wednesday, April 13**, and lobby on behalf of various educational/IFT issues. Afterward, we've been invited to the **Governor's Mansion for Lunch**. What a deal! More details regarding times and transportation will follow.

In unity,

Linda Hefferin

2005 IFT Convention: New Delegate Orientation

Armando Trejo

As a new Senator for the ECCFA, I sometimes feel that I do not know enough about the procedures and technicalities related to the Local 3791 or the IFT. On Friday, February 18, during the 2005 Illinois Federation of Teachers Convention, I had an opportunity to attend a workshop called New Delegate Orientation to learn the basics about the ECCFA and its relation with The Illinois Federation of Teachers

Raymond M. Mackey, IFT Chief of Staff, informed the new delegates about the functions of the Convention. He stated that the Convention was the business meeting of the Union and the time and place to make changes in the constitution and by-laws. Also, he added, during the convention the resolutions are approved, speakers are invited to lecture about important issues, and awards and acknowledgements are presented to those whose contributions have helped to improve the IFT's functionality.

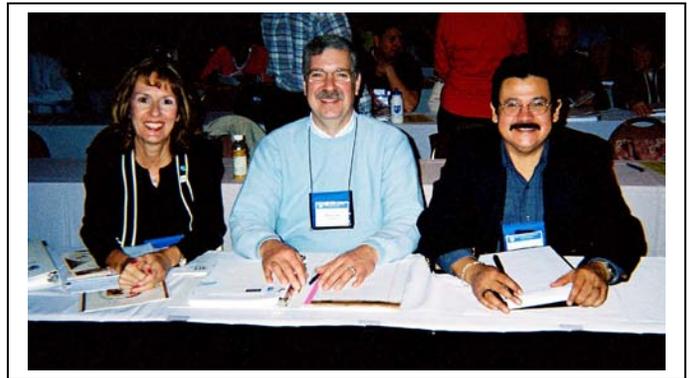
Mackey emphasized the convention delegates' objectives: to determine two one-year budgets; to decide the philosophy, priority and operation of union, and to elect the Executive Board. Mackey indicated that the Board should be composed of the President and forty Vice-Presidents. All these officers are elected during the convention.

Finally, the new delegates were exposed to some interesting numbers: IFT has approximately 90,000 members, 162 Locals, close to 360 bargaining units, 22 offices and 17 million dollars budget.

For a new delegate, this was a real eye opener. "Proud to be Union."



U.S. Senator Barack Obama (D-Illinois) and IFT President Jim Dougherty. Obama thanked the IFT for its endorsement in his senatorial campaign and offered to keep working for education and workers issues in Washington.



Linda Hefferin, Rick Green, and Armando Trejo in the General Session at the 2005 Illinois Federation of Teachers Convention

Part-Time Faculty Now Officially ECCFA Members

Mary Peterhans

We have received our official Certification of Election from the Illinois Labor Relations Board for the election held on February 1 and 2 to include the part-time faculty in ECCFA. As a result of receiving this certification, the ECCFA has sent a memo to the College that we are ready to begin bargaining for the new members as soon as possible.

The photos below are the “Queens of Organizing,” those ECCFA members who worked hard to bring part-time faculty into ECCFA. They are Lynn Ducar, Sue Ford, Sherry Hellmuth, Crystal Kerwin, and Mary Peterhans (Organizing Chair).



Senate to Meet at FSQ.

Senate meetings are open to all ECCFA members. They are typically held on the first and third Wednesdays of the month at 3 pm in ICT 201. However, on **Wednesday, March 16, at 3:15**, the Senate will be meeting at **Fountain Square in Room 439**. As always, you are invited to join the meeting.

Board of Trustees Candidates' Forum Planned

Sue Ford

The Elgin Community College Faculty Association, the Support Staff of Elgin Community College Association and Student Government have tentatively scheduled a **Candidates' Forum on Thursday, March 24, from noon to 1:00 p.m. in the ATC Auditorium**. Although the three incumbent candidates for the Board of Trustees (Eleanor "Ellie" MacKinney, Dr. Phyllis Folarin, and John Duffy) are running unopposed, this will provide an opportunity to ask about their plans and ideas to make ECC the "best community college in the state."

The format for the event will be as it was two years ago; the candidates and representatives from each of the sponsoring groups will be seated on the stage for a formal question and answer session. There will be time set aside for questions and comments from the audience.

If you have a question you would like asked or a topic you would like addressed, please send it to Rick Bailey, Susan Ford, Kathleen Phillips, Steven Droesch or Pierre Thavong.

The candidates are being invited, and we await their positive response to confirm the plans.

MAGIC Announces 2005- 2006 Exchange Program

Patti Jachowicz

2005-2006 SHORT-TERM STUDY VISIT EXCHANGE FOR FULL-TIME FACULTY AND ADMINISTRATORS

Full-time faculty, administrators, and professional staff are invited to apply for the 2005-2006 short-term Study Visit Exchange Program sponsored by Illinois Consortium for International Studies and Programs (ICISP). Exchanges are arranged with educators from institutions of higher education in the Netherlands, Finland, Switzerland, and possibly the UK.

The exchange is designed to be inexpensive, reciprocal and to occur, in part, when the Host College is in session. Faculty and administrators who plan to participate may apply respectively to the faculty development committee or their department for funding. Faculty can also apply for alternate lane credit.

The plan is for the International participants to come to the U.S. first in October of 2005. The U.S. participants will return the two-week visit in May 2006. You are invited to talk to past participants such as Patti Jachowicz, Karen

Lamb, Jackie Kaufmann, Bill Demaree, and Hani Qasmieh if you have questions or would like to hear about their experiences as a participant in this exchange program.

Please contact Patti Jachowicz for more information and application.
Application deadline has been extended to March 21!

Update on Academic Affairs Senate Subcommittee

Linda Hefferin

This Senate subcommittee was formed Spring 2004 with representation from each of the divisions. Its purpose is to initiate, revise, and resolve any and all concerns and issues, related to instruction as brought forth by ECCFA members. The Academic Affairs Subcommittee reports to the ECCFA Senate, and the Senate has final approval of Academic Affairs recommendations. Its members include Rick Green, Sherry Hellmuth, Pat Parks, and Arturo Vasquez. A unit adjunct member was also serving but resigned and has not been replaced. As ECCFA President, Linda Hefferin serves as an ex officio member and chair of the committee.

When Dr. Glickman arrived on campus, she created the Academic Policy Committee. The Academic Affairs Senate Subcommittee members serve as ECCFA's representatives on the Vice President of Instruction and Student Services' Academic Policy Committee.

In addition to meeting and conducting work as part of the Academic Policy Committee, the Academic Affairs Senate Subcommittee meets and performs its own charge. In the fall, the Academic Affairs Senate Subcommittee presented the *ECCFA Resolution on Brown v. Board of Education 50th Anniversary*. This Resolution stated that the ECCFA supports the Board of Trustee's efforts to recruit and retain minority faculty, staff, and administration; and calls upon the Board to work with the ECCFA to:

Demonstrate support of the Adult Basic Education/English as a Second Language (ABE/ESL) programs by hiring full-time, tenure track Bilingual/Bicultural/ESL Certified faculty members immediately.

Currently, there are no full-time faculty members in the ABE/ESL area of the college, even though it produces over twelve percent of the credit hours generated. The ECCFA will continue to fight for full-time positions in ABE/ESL, where we believe there is a justifiable need. The college has too long looked only at the cost and not at the needs of the students in these programs. While our adjuncts do an admirable job, they can only do so much to add continuity to the ABE/ESL programs.

A second resolution presented by the Academic Affairs Senate Subcommittee was the *ECCFA Resolution on Shared Governance*, which stated the ECCFA's belief that shared governance provides for meaningful faculty input to College decisions. This Resolution requested the following action:

The ECCFA Senate requests that Dr. Gena Glickman, Vice President for Academic Affairs and Students Services; along with Dr. Linda Hefferin, ECCFA Senate President; jointly establish an ad hoc committee to explore the issues associated with moving the College to a shared governance model. The findings of this group are to be reported to the ECCFA Senate no later than the first Senate meeting in April, 2005.

To date, no response has been received regarding this request, even though this Resolution was sent to the College administration, including Dr. Shirley and Dr. Glickman.

Most recently, the Academic Affairs Senate Subcommittee presented the *ECCFA Resolution on Possible Biased Employee Survey Message* regarding the e-mail message sent to all college employees by Dr. Shirley on March 2, 2005; in which he identified “work completed at the college” while in the same message provided a link to an employee satisfaction survey. A copy of this resolution is provided in this issue of the Sentinel. ([To read the resolution, click here](#))

Currently, the Academic Affairs Senate Subcommittee is working on the Adjunct Evaluation policy sent out from Dr. Glickman’s office on February 4, 2005, to all instructional coordinators. This latest adjunct evaluation policy appears based on money, as a reference was made in a meeting to the high cost of the college’s current policy (well worth the investment of mentoring in our adjuncts in the view of the ECCFA).

The new adjunct evaluation policy requires classroom visitations to be made the first semester, second semester and then once every two years from the time they are hired. This policy does not appear to value teaching and learning, and is incomplete. What if an adjunct teaches only every other semester? What if an adjunct teaches more than one class? Then there is a separate policy for “someone on track” for unit adjunct status. Why do we need two policies? This person is visited the first semester, second semester, and then every other semester. Both of these policies are more lenient than the evaluation policy for someone already in the unit. Does this make sense? Should the administration evaluate someone in the union more carefully than someone who isn’t?

It seems like a “new” policy on evaluation of adjuncts is sent out by administration every two years, which is even more confusing. An ECCFA resolution regarding the Adjunct Evaluation policy sent out February 4, 2005, will soon be presented to the Senate for approval.

Of course, with the re-organization of the divisions, the membership on Senate as well as the Academic Affairs Senate Subcommittee will be changing. A call for nominations for Senators will be coming soon!

ECCFA Resolution on Possible Biased Employee Survey Message

What follows is the text of an ECCFA resolution that was recently composed by the Senate and forwarded to Michael Shirley and Lisa Wiehle:

To: Dr. Michael Shirley,
President
Lisa Wiehle, Director of
Institutional Research
From: Dr. Linda Hefferin, President
of Elgin Community College
Faculty Association Senate
Date: March 9, 2005
Subject: ECCFA Resolution on
Possible Biased Employee
Survey Message

WHEREAS, the Elgin Community College Faculty Association (ECCFA) Senate supports the concept that research is based on the reliability and validity of data obtained from an impartial sample; and

WHEREAS, the ECCFA Senate applauds the college's attempts to achieve strategic initiative #8 of increasing the level of employee satisfaction, it must be done in an unbiased arena; and

WHEREAS, the recent e-mail message from Dr. Michael Shirley dated March 2, 2005, identified "work completed at the college" while the same message provided a link to an employee satisfaction survey;

BE IT RESOLVED that the Elgin Community College Faculty Association (ECCFA) Senate requests that college

administrators refrain from any and all future actions which may impair the efforts of our Institutional Research Department to collect valid institutional data.

What is Disease Management? Jackie Charles

That's a great question. As a member of the Insurance Committee, I will try to give you some preliminary information as an overview. After addressing the Senate with this concept, I was asked by Linda Hefferin to give some information to our membership.

Disease management is one of the areas we have discussed with Lundstrom Insurance as a way to help save money on insurance dollars. Disease management (DM) is one of the fastest-growing trends in health care. Dozens of state Medicaid programs and many private health insurers have turned to DM in an effort to improve quality and reduce costs to members. At its best, DM benefits patients and payers alike.

The overall goals of DM are to measurably reduce complications associated with chronic diseases and to improve the overall quality of life for patients in DM programs. Most programs involve registered professional nurses working with the other members of the health care team. In 2003, the Institute of Medicine issued a report identifying twenty priority areas deserving of national attention and financial resources in order to improve the quality of health care for Americans. The Centers for Disease Control also identified five chronic disease states-- heart disease, cancer, stroke, chronic pulmonary disease (COPD) and

diabetes-as causing the most significant morbidity and mortality. It comes as no surprise that DM companies focus on diseases that are chronic, complex, common, and costly to all of us to manage.

Here's how the process **may** work:

A patient is identified by the insurance company as having one of the high risk, costly illnesses. The patient is invited to be part of the DM program voluntarily . Typically, the RN will call the patient and do an assessment over the phone if the person has agreed to be part of the DM. Using standardized clinical practice guidelines, the nurse discusses the recommended medical care and lifestyle behaviors proven to reduce complications and produce best outcomes.

The nurse partners with the patient and provides ongoing education, encourages and motivates for self care behaviors that will help the patient maintain the best quality of life, advocates for them to help them access the best resources for their ongoing care, and communicates with the physician to help with ongoing assessment and interventions for that patient.

I want to emphasize once again that this DM is a voluntary program. Many persons with chronic conditions are excellent self-care managers and might not feel a need for this type of service.

A few of the questions raised in the Senate were:

What about privacy? Concerns were voiced that there could be some sort of retaliation for a person who did not wish to have DM.

How much would this cost as opposed to savings? There is not an answer to this because we don't know if

those people who need it most would access this resource. I am sure there are many more issues to consider. In the literature that I have found, however, I have not seen any talk about negative effects of DM.

I do know that we all must do what we can to save insurance dollars. If programs such as this would/will save all of us insurance dollars, then we must consider them as options to help us defray escalating costs and help us maintain our level coverage. A major factor here on campus is that our employee group is aging and chronic illnesses are increasing.

Also, I want to remind you that the IBEW agreement ends July 2005, SSECCA on July 2006 and ECCFA on January 2007. Keep an eye on the insurance coverage and proposed changes negotiated with these other union groups. To quote the latest Human Resources Strategic Plan FY 2005-2008, "Of particular concern is the expiration of all three collective-bargaining agreements during the (planning) cycle and the rapidly increasing cost of health care coverage. Rising health care costs continue to increase annual operating budgets, while maintaining health care for employees has become one of HR's most important responsibilities. HR will continue to work with its Insurance Committee to provide more education about health care, with hopes of developing healthcare literacy grounded in consumer directed options."

Yours in Unity,
Jackie Charles

Meet Dr. Leticia Garcia Sherry Hellmuth



Meet Dr. Leticia Garcia, Economics Instructor. Leticia began teaching at ECC as a part time instructor in the Spring of 2003. By Fall 2003, she had replaced Allan Olsen who retired. As fate would have it, Leticia learned that fall she was expecting a baby (this was déjà vu for her office mate, Sherry Hellmuth, who had the exact same thing happen in her first semester teaching at ECC). February 20, 2004, Victor was born, and Leticia returned to the classroom full time this past fall.

Leticia is originally from Xalapa, which is the capital of the state of Veracruz in Mexico. Leticia grew up not far from the coast of the Gulf of Mexico where it is much milder and more colorful compared to Northern Illinois. Before coming to the U.S., Leticia taught at the State University of Veracruz. Her plan at the time was to come to the U.S. to study for her Ph.D. at West Virginia University and then return to Mexico. As often happens, while completing her Ph.D., she met someone, Vladimir, and the rest as they say is history. Vladimir also has a Ph.D. in Economics and his work brought them

to the Chicago area, where they lived in Evanston until recently.

You might see Leticia's daughter on campus. Sophia is 18 and has been taking classes at ECC since last fall. Having a one year old and an 18 year old doesn't afford much time for recreation. However, at some point in the future Leticia will have more time to spend with her interests—learning about U.S. history and reading biographies of musicians. She enjoys classical music and her favorite composer is Tchaikovsky. Professionally, she hopes to have time in the future to continue her research and complete her papers.

Stop by ICT 213 if you haven't yet met Leticia.

A Tribute to Dave Campbell

Dave Campbell, a long-time UAF member of the ECC English Department, recently succumbed to lung cancer after a number of years in retirement in New England. *The Sentinel* includes the following tributes to Dave from those who knew him well.

Dave Campbell was very instrumental in our being able to organize the UAFs. When the administration argued before a judge that adjunct faculty were not as well trained as full-time faculty (and, thus, should not be accorded union rights), Dave's testimony of his credentials demolished that argument. Without him, organization of adjuncts might have taken much longer than it did.

– Gary Christensen.

I graduated from ECC in '87 so when I started to teach at ECC in '92 I knew many of the teachers here already, but one person I didn't know was Dave. During my first week of teaching, I met Dave because I was assigned to share an office with him and several other adjuncts. Dave was a FIESTY one! He had plenty of "give 'em hell" advice for me pertaining to teaching part-time at ECC. He'd be proud of the advancements we've made toward equity for part-time teachers here at ECC, but he'd still be plenty pissed-off that health insurance, equitable pay, and meaningful, paid committee involvement for part-time teachers is still being sought. Dave was one of those rare individuals whom time did not mellow and integrity was not for sale. He would not be less than who he was for anyone, and for that, he earned my utmost respect.

--Heidi Brelsford

As an itinerant adjunct traveling over the Fox Valley to teach, I didn't have much time to spend in the office here at ECC. However, once Dave Campbell was there, I found myself lingering as long as possible in order to profit from his wide-ranging knowledge and experience. He was a delightful curmudgeon, and that paradox made sharing the office endlessly fascinating. When he wasn't busy with current students or with frequent visits from former students who stopped by just to say "hello," he would tell us about the latest pedagogical texts he'd consumed (his intellectual appetite was prodigious!) If Shakespeare's contemporary was right, Dave doubtless had more Greek than the Bard, though they seem to have been on a par where passion and insight are concerned. Even

though he was living in Maine, it was a comfort to know that Dave was still engaging with and exploring life. I will miss him.

—Alice Biggers

Dave Campbell was above all else a scholar. One semester before Dave retired, one of his free hours on campus coincided with one of mine. For a long period, he stopped in my office regularly to tell me all about the little-known 19th century American novels that he was reading with great delight. These were novels that most English majors spent a career avoiding, and yet Dave seemed to consume them passionately. I, like most people (I suspect), think of *Uncle Tom's Cabin* as the source for that ballet in the *King and I*; yet Dave had read the novel and could discuss it with great insight in the context of the history of the Stowe family and of America in general. As others have said, Dave could be as stubborn as the proverbial mule. I like to think that, no matter how ill he was, he was so stubborn that he would adamantly refuse to "go gentle" until he had finished every single book on his self-imposed (and imposing) reading list. I hope he made it.

—Bill Demaree

Dave Campbell...for those of us who knew and respected him, just uttering his name is enough to bring a flood of interesting memories.

When I was a new part time instructor, Dave was my first regular contact at ECC. Our schedules overlapped, and we shared the office in upper SRC that we not-so-fondly dubbed "The Cave". (Not surprisingly, the name has stuck!)

Dave was a bright, quick-witted and droll curmudgeon. I enjoyed the chats we had about anything and everything from teaching to politics. I appreciate what I learned from him, especially how to stand up for my colleagues and myself in our quest for fair and equitable treatment as members of this faculty. So, you see, I'm all his fault! Thanks, Dave!

XXOO, Sue Ford

Dave and I were office mates several years, during which I got to know him for the great teacher he was. At first he intimidated me as he may well have intimidated students, but the truth was that he was a pussy cat at heart and his perceived gruff exterior belied a heart of gold. I recall the many times students current and past came to see him just to chat. I learned much from Dave Campbell. We kept in touch these past years, and my husband and I shared his joy in his hobby of model railroading and engineering real trains at a local museum. Bless you, Dave---a friend who will be missed.

--JoAnne Dowdell