



The Sentinel

Voice of the ECC Faculty Association
Local 3791/IFT www.eccfaculty.org
March 2006

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From the President

Sadly, we all mourn the life of **Muffie Slater**, whom the Board just approved for tenure on 14 March. We especially extend our support and compassion to Muffie's colleagues in Biology, who are teaching her classes and working with her students, and who are daily reminded of Muffie as her office sits empty and the books on her bookshelves remain untouched. What a difficult task you have been asked to face.

One of the privileges of serving as President and Vice President of the ECCFA is leading the Tenure and Evaluation Workshop for new faculty each semester. This workshop has provided me an opportunity to personally meet all of the new faculty members for the past several years. Muffie came in with a rather large group of hires in the fall of 2003, but she was unique among them. First of all, she had graduated from ECC. Next, she had such a distinctive mix of hobbies, from being a pilot to her service with the library board to her volunteer work for the Boy Scouts. **Muffie Slater** remains remembered forever in our hearts as a dedicated and well-liked **Assistant Professor of Biology**. [A remembrance of Muffie Slater by Liz Becker follows.]

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Another privilege of serving as President was attending the **American Federation Higher Education Summit** "Sharing Our Successes, Challenges & Strategies," which was held jointly this year with the National Education Association for the first time. I think it's a wise decision for the two educational associations to band together to examine shared concerns that higher education is facing today and to strategize as to how we can best address these obstacles.

Also attending the Higher Education Summit was **SSECCA President Steve Droesch**, since AFT and NEA were jointly meeting. I think the ECCFA can follow the lead of the AFT and can and should be sharing more of our successes, challenges and strategies with the SSECCA and vice versa. Especially as we head into negotiations, we have a lot to learn and share between our two associations.

On 17-18 March, Susan Ford, Rick Bailey, Rick Green and I will attend the **Illinois Federation of Teachers Community College Constituency Council** meeting. This group includes representatives from all Illinois community colleges and provides updates on issues such as bargaining, grievances, and organizing. This type of information is especially important as we begin our preparations for negotiations.

Not to be forgotten, we all owe a huge thank you to the bargaining team who negotiated the three-hour contract which was finally ratified by the Board on 14 March. The ratification is retroactive to 22 August 2005. Please join me in thanking the following negotiation team members, who are responsible for strengthening our association by bringing in these faculty into the ECCFA:

Head table team members included **Rick Green, Rick Bailey, and Susan Ford**; as well as our supporting negotiation team members **Mary Peterhans, Lynn Ducar, Cathy**

Tomasik, Linda Perez, and Illinois Federation of Teachers field representative Jennifer Marsh. It has been a long struggle, but finally the Board has ratified their long hours and hard work of last summer.

In closing, thanks to all of you who continue to send me good wishes. The support of my colleagues means so much.

Linda

Bits and Pieces from Linda

It's great to have good news to share. Please take some time to congratulate your colleagues on their accomplishments.

Congratulations to Newly Tenured Faculty Members!

Jessica Carpenter, Assistant Professor of Psychology

Heidi Eaton, Assistant Professor of Office Administration

Tim Kaar, Assistant Professor of Graphic Design

Daniel Kernler, Assistant Professor of Mathematics

Alison Knox, Assistant Professor of English

Nate Larson, Assistant Professor of Photography

Julie Monterrubio, Assistant Professor of Foreign Languages

Manuel Salgado, Assistant Professor/Counselor

Nicole Scherger, Assistant Professor of Mathematics

Muffie Slater, Assistant Professor of Biology

Susan Timm, Assistant Professor of Office Administration

Marta Walz, Assistant Professor of
Speech

We're proud of you on your
efforts!

Special thanks also to the
faculty who served on the tenure
committees for these people.

***Congratulations to Sabbatical
Leave Recipients!***

Glenn Turner
Summer 2006

Patricia Jachowicz
Fall 2006/Spring 2007

Sherry Hellmuth
Fall 2006

***Congratulations to Professor
Andy Erbach***, (Heating, Vent, A/C &
Refrig) on receiving the 2006 ECC
Teaching Excellence Award. Andy will
be recognized during the College's
Award Reception on 18 May and at the
Illinois Community College Trustee's
Association Award Reception on 9 June.

Update on New Orleans

One of the saddest moments at
the AFT/NEA Higher Education Summit
was the showing of a video and a talk by
one of the union members from the
United Teachers of New Orleans. The
video showed that over 80 percent of
New Orleans is still badly damaged.

Louisiana, a state that ranks
near the bottom of the states in
education, depended on New Orleans
for nearly one third of the state's budget.
As a result of Katrina and Rita, over
7,000 AFT members lost their jobs just
in Louisiana. This amounts to a loss of
\$1.5 billion in higher education alone.
The AFT is still collecting contributions
for hurricane relief. And, as you may
know, Rick Bailey and AmyBeth Maurer
are taking a group from the College to

St. Bernard's Parish over spring break
to work with the New Orleans Area
Habitat for Humanity on hurricane clean-
up efforts.

It's not too late to contribute.
<http://www.aft.org/katrina/>

Muffie Slater
28 July 1950 - 3 March 2006.

Elizabeth Becker
Biology Department

Elgin Community College
mourns the loss of Muffie Slater, a
teacher of biology on the ECC faculty for
the last three years .

Muffie died in a car accident
while driving from ECC to her church for
a church council meeting on Thursday,
2 March.

Muffie is survived by four
children--Kristen, John, David and
Timothy. Kristen lives in Colorado with
her husband, Shawn. John lives in
Champaign with his wife, Sarah. He will
be graduating from U of I in May. David
currently is living in Hampshire with his
father and works at Meier. He has a
daughter--Muffie's only grandchild,
Bethany. Timothy will be staying at
Muffie's home and has taken some
classes here at ECC. John and Kristen
have also taken ECC classes. Her
mother, Helen Koch lives in Hawaii .

Muffie returned to school as a
non-traditional student after all her
children were in school. She graduated
from ECC with her Associates degree
and immediately transferred to NIU.
While she was working on her
Bachelor's degree, she was hired to
tutor anatomy and physiology students
in the Biology Department at ECC. The
students came to value her abilities to
explain things in ways they could picture
and understand

Her dream was to go to medical school, but children, single mom financial issues, and a very bad back made that impossible. After being advised to try teaching, she graduated with her Bachelor's in Biology and immediately entered the MS program at NIU.

Her MS was in Biology, with an emphasis in Human Anatomy. She continued to tutor at ECC and picked up teaching assistant duties at NIU. While she was finishing up her degree the Biology Department at ECC started looking for another individual who could teach Anatomy and Physiology. Muffie was hired; one of ECC's own students had come home. For the past three years Muffie taught Bio 130, the one-semester, intensive Anatomy and Physiology course. She made the class her own. Her students loved the class and they loved the way she taught it. They loved her too. Former students were frequent visitors to her office, and she always made time for them. Muffie truly thrived on what she did. She frequently said, "They actually pay me to do this" and "I love what I do".

In addition to her ECC duties, Muffie was a Boy Scout pack leader. She was a member of the Hampshire Library Board and was currently serving as its treasurer. She was very active in her church and served on numerous committees there. Muffie loved to fly and had her pilot's license, as did her ex-husband, Robert. She and her family had flown all over the US. They even toured Europe in their own planes.

Muffie received tenure at the 14 March 2006 meeting of the ECC Board of Trustees. This is the first time in school history that tenure has been awarded posthumously.

Good Grievance

The implementation of minimum competencies in general education IAI

courses with writing, math, and/or reading components will impact enrollments in IAI approved curriculums. Looking at the Fall 2006 schedule, which has been posted recently on DATATEL and Access ECC, we realized that those academic areas have been required to cut their course offerings by 20% and thereby the staffing of those "lost" sections. This will impact the contract and could result in a grievance.

Article 4, Section 4.22

Reduction In Force is applicable to the changes implemented by the administration in reducing the number of sections of class offerings by 20% for Fall 2006:

4.22 Reduction In Force

Prior to the layoff or reduction of any bargaining unit adjunct or full-time faculty member covered by this Agreement, the Board shall eliminate all non-unit adjunct faculty, then all voluntary overload assignments to courses which the full-time faculty member is competent to fill pursuant to the qualifications of this provision provided the Board may retain those adjunct or voluntary assignments to courses which unavoidably run at the same time as other identical adjunct or voluntary assignments to courses. Therefore, bargaining unit adjunct faculty positions shall be eliminated prior to the layoff of full-time faculty.

If full-time faculty have been reduced to adjunct and work the equivalent of one-half (1/2) the normal workload or more, they shall be paid that pro rata portion of the salary they would have earned had they worked a full load. Where such faculty works less than the equivalent of one-half (1/2) load, they shall be paid the voluntary overload rate.

Minimum qualifications and academic support qualifications have been established pursuant to the procedure agreed by the parties for the 1988-1990 agreement. Such

qualifications shall be incorporated herein by reference.

These qualifications shall be reviewed as jointly agreed by faculty and administration representatives appointed by the Union and President respectively; and any proposed changes or notice of no change shall be submitted to the President and Union and adopted upon approval of the Union and President.

What the contractual language for Reduction in Force means, in this order, follows:

1. All **non-unit** adjunct faculty assignments will be eliminated.
2. All **overload** for full-time faculty will be eliminated. **Then,**
3. Assignments for unit adjunct faculty will be eliminated.

By communicating this information now, the Grievance Committee wishes to avoid a grievance. We need you to carefully review the class assignments for Fall 2006 and make any corrections to the schedule to comply with this section of the contract.

In Unity,

The Grievance Committee: Rick Bailey, Sarah Dye, Susan Ford, and Howard Russo

ECC Faculty Can Travel, Learn in 2006 and 2007

The ECC Faculty Travel Agency is in full swing again: Members of the ECC community have several opportunities for educational travel experiences in the coming months

Study Spanish in Cuernavaca, Mexico, Summer 2006

Abraham Martinez-Cruz, Professor of Foreign Languages at ECC, would like to remind all ECC faculty that an intensive Spanish immersion program is being offered again this summer at the Universal Language Institute in Cuernavaca, Mexico.

This year, the program will run from Friday, 30 June, until Saturday, 29 July, 2006. The program offers participants instruction in Spanish as well as opportunities to explore Mexican culture. Language instruction is tailored to the individual student's level of comprehension and is therefore useful for both beginning and advanced students of Spanish. Language classes run five hours a day, Monday through Friday, for the duration of the program. Additionally, students will learn about Mexican culture through lectures, tours, and cultural events. Participants will live with a Mexican family in Cuernavaca.

The total cost of the program is \$1464, plus around \$500 for air fare and \$400-\$700 for pocket money. Martinez-Cruz reminds ECC faculty that program participants may apply for faculty development money through individual or group proposals. Also, pre-approved credit for lane movement is available.

Application deadline is 17 April 2006. There are two required orientation sessions on Wednesday, 31 May, and Thursday, 15 June. For more information, contact Martinez-Cruz at extension 7491. Ramiro Cuéllar, the director of the Universal Language Institute Cuernavaca will be at ECC 22 and 23 March to meet with the faculty and students interested in participating. Interested faculty can also visit this website for more information: www.elgin.edu/studyabroad.

Tour Africa with David Zacker Summer 2007

David Zacker of ECC's Humanities Department is hosting an African Safari in the summer of 2007.

The trip, which runs from 14 July through 22 July 2007, will cost \$3900 per person. The price includes round trip air fare, most ground transport costs, full accommodations, and game park entrance fees.

Highlights of the trip include visits to Lake Borgoria, Lake Nakuru, and the Mara game reserve in Kenya.

Registration for this trip begins in August 2006 through ECC's non-credit division. For more information, contact David Zacker at extension 7344 or at <mailto:dzacker@elgin.edu>.

Introducing Charles Alexander Baker

Sara Baker of the ECC English Department would like to introduce everyone to Charles Alexander Baker, the newest addition to the ECC family. Charles, Sara's first, was born January 26, 2006, at 6:44 p.m., weighing 7 pounds, .5 ounce, and measuring 19 inches.

Sara, who is on maternity leave this semester, and Charlie are both doing well, as this picture suggests.



CHECK OUT WHAT'S NEW IN THE LIBRARY

Ellie Swanson
ECC Librarian

If you're interested in more information about any of these books, check out each title in the library's [catalog](#).

Dropouts in America: Confronting the
Graduation Rate Crisis.
Cambridge, Massachusetts:
Harvard University Press, 2004.
373.12913 D786

Feet to the Fire: The Media After 9/11.
New York: Prometheus Books,
2005.

070.44932 F295

Goldman, Merle. From Comrade to Citizen: The Struggle for Political Rights in China. Cambridge, Massachusetts: Harvard University Press, 2005. 320.651 G619f

Mithen, Steven. After the Ice: A Global Human History. Cambridge, Massachusetts: Harvard University Press, 2004. 930 M684a

Terkel, Studs. And They All Sang: Adventures of an Eclectic Disc Jockey. New York: New Press, 2005. 780.922 T318a

War Letters: Extraordinary Correspondence from American Wars. New York: Scribner, 2001. 355.0092273 W253

The Elgin Community College Faculty Association Committee on Political Education (ECCFA-COPE) enthusiastically endorses the upcoming Elgin Community College Tax Referendum.

To underscore the commitment to this endeavor, the ECCFA-COPE has donated \$1,000.00 to the Friends of ECC Organization.

We encourage all of the ECC community to support the referendum with your votes on Tuesday, March 21.

Rick Bailey, Chair ECCFA-COPE
Roger Ramey, Treasurer, ECCFA-COPE
The Officers and Senators of the ECCFA:
Linda Hefferin, Rick Green, Susan Ford,
Linda McEwan, Crystal Kerwin, Mary Arndt, Rick Bailey, Lynn
Ducar, Clark Hallpike, Dan Kernler, Todd LaRue,
Shawn Mikulay, Michele Noel, Bill Pelz,
Mary Peterhans, Miroslav Rezac, John Slawson,
Carol Szabo, Cathy Tomasik