



The Sentinel

Voice of the ECC Faculty Association
Local 3791/IFT www.eccfaculty.org
March 2008

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From the President



Lots of Good News around the Campus! Here are some of the many things we have to celebrate here at ECC.

Tenure. Please join me in congratulating the following faculty members on earning tenure. Thanks also to the members of their tenure committees who worked with these faculty members for the past three years. Tenure committee members are indicated in parentheses.

Janet Flynn, Nursing (Celia Ramos, Linda Hartley, and Candi Moore)

Michelle Brynelsen, Nursing (Sharon Walicek, Mary Arndt, and Linda Hartley)

Joel Peck, Art (Dave Zacker, Marybeth Koos and Howard Russo)

Joseph Rosenfeld, Human Services (Jackie Kaufmann, Patti Jachowicz, Pat O'Brien, and Marilynn Binda)

Karen Taylor, Nursing (Joanne Bohne, Karen Friedberg, and Maureen Gramiak)

Steve Trail, Chemistry (Elizabeth Becker, Jabria Jassim, Ted Eltzroth)

Armando Trejo, Library (Linda McEwan, Gretl Kramer, and Joyce Fountain)

Sabbaticals. Congratulations to the following faculty members who were awarded sabbaticals for the 2008-09 academic year. The names are being forwarded to the Board of Trustees for their approval at the April 8, 2008, meeting.

Abraham Martinez-Cruz – Fall 2008

Les McTighe – Spring 2009

Dennis Lynch – Summer 2008

Shawn Mikulay – Summer 2008

Connie Orbeta – Alternate – Fall 2008 or Spring 2009

Post-Contract Negotiations. Faculty Senate will take action on both the Faculty Development Handbook and the Tenure and Evaluation Handbook at its April 2 meeting. Sincere appreciation to the members of these committees for their many hours spent on the draft contract language.

Faculty Evaluation and Tenure: Sarah Dye, Sherry Hellmuth, Karen Friedberg

Faculty Development: Beth Santell, Elizabeth Becker, Glenn Mayer

Nominations and Elections!
Nominations will open on Monday, March 17, for the ECCFA President as well as divisional representation and UAF 1 and 2 members for committees. Nominations will close at 5 p.m. on Friday, April 4.

An Open Forum where ECCFA Presidential Candidates will speak briefly and then answer questions will be held on Monday, March 31, from 3:30 – 5:30 p.m., in the ATC Auditorium. **Reminder:** This is the first day after spring break! Please mark your calendars.

Elections will be held on Tuesday, April 8; Wednesday, April 9; and Thursday, April 10. Bill Demaree, Bill Kolton, Mary Peterhans, and Curt Perrin have agreed to serve as members of the Elections Committee. Absentee ballots are allowed per our Constitution. More specific information regarding elections will be forthcoming.

All nominations should be sent to Bill Demaree via e-mail. A list of all vacancies was sent to all ECCFA members via e-mail.

Lobby Day. IFT educators from across the state meet in Springfield each year for Lobby Day. This year the date is Wednesday, April 30.

This is a fun and important way to make your voice heard on issues that impact education and all Illinois citizens. A schedule for Lobby Day events is available at [this link](#).

Let me know if you're interested in attending. The ECCFA pays transportation costs.

Graduation Regalia. Hopefully, you were able to be fitted for graduation regalia while Jostens was on campus. ECC will NOT be renting gowns for full-time faculty in May, so you will need to have one purchased in your name if you plan on attending graduation on Wednesday, May 21.

And . . . Spring Break! Have a restful spring break! It appears that spring may have finally arrived.

In unity,

Linda

New HR Applicant Tracking System Explained

Dan Kernler

During the fall semester, I was contacted by Kristin Richmond from Human Resources regarding the implementation of a new applicant tracking system. Your senators then asked you for questions you might have about the new system and about the search process in general. What follows is an interview with Tammy Few, ECC's Recruitment and Staffing Representative, which took place via email in the time since then.

1. **ECCFA:** Tell us about this new applicant tracking system.

Tammy Few: PeopleAdmin will provide the College with the ability to automate many aspects of the hiring process by providing benefits for applicants, hiring managers, hiring committees and HR that will include:

- Applicants will be able to quickly find and view position openings online. The system will provide automated communications to applicants regarding the status of their job search.
- Hiring managers will be able to submit a requisition online, submit request for hire forms, and view the status of the request online. Search committees will be able to view applicant materials online, record interview information, submit request for hire forms and view the status of the request.

- Removing the administrative burden of receiving, logging, reviewing and routing applications, requesting/tracking paperwork, etc. will allow HR staff to focus on results based actions that improve candidate quality, reduce time-to-hire, and manage costs.
2. **ECCFA:** In the past, some job applicant packages were put together poorly. How will the new system help?
TF: It is inevitable that there will be occasional human errors while copying. One major benefit of the new applicant tracking system is that it will remove the need for copying. Additionally, the system will provide a reduction in data entry, better data collection, streamlined job posting process, and faster processing and availability of applications and supporting materials. Committee members will be able to log in to the system to view applications (and most attached materials) from any location at which they have an internet connection. Most browsers are supported.
 3. **ECCFA:** At times in the past, student workers have phoned candidates and photocopied paperwork. Will this continue under the new system?
TF: We plan to continue utilizing student workers to assist with manual processes such as copying. I can't speak to the past, but in the year or so that I have been with ECC, no student employees have phoned candidates.
 4. **ECCFA:** Will there be the capability or the option to look at a paper copy with the new system?
TF: Committee members will have the option to print applicant materials from the website, though

care should be taken to safeguard the confidentiality of the materials.

5. **ECCFA:** Moving on to the search process in general. We received many requests to clarify the hiring process itself. Will this new system give us that opportunity?
TF: We are in the process of updating the hiring procedures. In addition, we will have an opportunity to provide specific training on hiring while providing system training. Part of the scope of this project will be to update the hiring processes and post them to eNet.

The current recruitment and hiring procedure is available on eNet [through this link](#). Additionally, the position requisition form (the form used to obtain posting information and approval) provides a checklist that outlines the hiring process.

6. **ECCFA:** Many faculty members have expressed frustration with the search timing. Too often, it seems candidates are lost due to slow searches.
TF: The approval to post a position is dependent upon the need for the position to meet institutional goals and available funding. A position requisition form must first be completed and approved in order to post a position. Final approval for the filling of positions is made by the President in consultation with Cabinet.

The new system will aid in expediting the process by allowing for the creation and submission of job requisitions online and the review and approval using electronic workflow. The feature will afford us the ability to track requisitions as they move through the approval process. We will also have the capability to select an individual for hire and submit an online hiring proposal for review and approval.

7. **ECCFA:** Is HR responsible for writing an acknowledgment of receipt of application and a written response to the candidates for a search that were not offered a position?

TF: HR sends mailings in both cases, to all applicants whose materials were sent to HR. If departments receive applications directly, they should be routed to HR to be processed. The new system will provide automated notification to applicants via email regarding the status of their application, reducing the time and costs associated with mailing paper notification letters. Applicants will also be able to login to view their status online.

I'd like to thank Kristin and Tammy for allowing us this opportunity, and especially Tammy for taking the time to respond in detail. Thanks to all who sent in questions. I'm sorry if yours wasn't included – this article very quickly became quite extensive, and I was forced to edit some responses out. I do have answers to all the questions and concerns that were submitted. If you'd like those, feel free to contact either Tammy or me, Dan Kernler.

Sarah Dye for President of ECCFA Cindy Hutman

Sarah Dye is running for President of ECCFA this year. She will be giving you details about her service to the union over the past 20 years, but I want to tell you about Sarah from the perspective of a good friend and colleague.

Sarah doesn't approach responsibility lightly. Every time she has considered a new role with the union, she has researched and analyzed her decision. And in each case, she has discussed it with me. Sarah understands her strengths and weaknesses. When she decides to take on a commitment, she has carefully thought about the match

between her abilities and the requirements of the job. For instance, when she decided to volunteer to be on the grievance committee, she asked to talk to me about it. I'm afraid I wasn't much help. First of all, I have not been trained in grievance, have never served on the committee, and have very little first-hand experience with the grievance process. In addition, my first response was, "You've got to be kidding...GRIEVANCE?"

This conversation took place at a time when many veteran members of the union leadership, including myself, were stepping down. Linda Hefferin and Rick Green were calling for other faculty to step up. Sarah took this call seriously and was exploring ways she could help the union. However, this was also the time when ECC was experiencing a high turn-over in instructional administration. As a consequence, the grievances were piling up and resolution was time-consuming and frustrating. Who would voluntarily walk into that snake pit?

But Sarah had considered this carefully. She had already been through the Union Leadership courses on grievance offered by the IFT so she was better suited than most members of the faculty to join the grievance committee. She understands the data collection, paperwork and doggedness required to see each grievance through to resolution. Sarah is an organized person and, when needed, can sweat the details. She felt those strengths would be an asset to Rick Bailey, the chairman of the committee at the time, in getting some of the back-log of grievances off the table. In addition, while she has a long history with the union, understands the contract and is a staunch supporter of the union, she felt she could be a new voice in the grievance process. She hoped that she could take a fresh, creative look at the issues holding up grievances and add a new face and point of view in the meetings with administration.

You know the end of that story. The Senate approved her membership on the grievance committee. She served the committee well under Rick Bailey's leadership, and then she and Sue Ford have served as co-chairs after Rick's retirement. Her leadership on that committee has been

invaluable to us. Let me remind you that all the time and effort put into negotiations are meaningless if our grievance committee isn't vigilant and strong. The contract is just words on paper if the union isn't willing to follow through on violations of the contract.

A couple days ago, I had a brief e-mail exchange with another faculty member about my support of Sarah. When I mentioned the fact that she already had an effective working relationship with administration, his response was that he actually saw that as a detriment. I'm an old fogey, I know, and so I tend to be less open to change than younger members of the faculty might be. However, throwing out the old for the sake of an unknown "new" makes no sense to me unless the old is seriously flawed.

As we know from Linda Hefferin's reports on opening day each semester, the ECCFA president meets with key members of the administration on a regular basis. Why would we pass over someone who has an on-going, effective relationship with these administrators for someone who didn't? Again, we would want to do this only if the existing relationship was dysfunctional or ineffective. In all fairness, when I characterize Sarah's relationship with administration as effective, I'm not basing that on personal experience. It has been years since I have been in a meeting with Sarah and administration dealing with union business. I am basing my judgment on the work of the grievance committee under Sarah and Sue's leadership and Sarah's current work with Sherry Helmuth and Karen Friedberg on revising the faculty evaluation process. If there are concerns about her relationship with administration, I haven't heard them and I question why Senate would choose her to negotiate the faculty evaluation process if there were concerns. Let's not take a push for "new" to the point where we forget the value of experience.

Sarah never rushes to judgment; whether the decision is about a restaurant for her birthday dinner or voting for a strike, she considers the possibilities carefully in the course of making her decisions and seeks out others, even others she knows will

disagree with her. And she listens. I'm a gut reaction, quick decision-type person and sometimes her approach to decision-making, quite frankly, drives me crazy. But in a union leader this meticulous assessment of all possibilities and perspectives is invaluable. I can't tell you how many times I will finish explaining my perspective and she will say, "I understand where you are coming from but what about..." or "I can see your point but have you considered..." or "You make a good point but what if..." Sometimes we work through all her hypothetical propositions and we are back to my gut reaction but more often as she goes through her "What if's" even I begin to see the other options. Imagine her applying this to dealing with and resolving conflicts with administration.

Even as a die-hard member of the "old guard" of the union, I am cautiously optimistic that with new changes in administration, we are moving to a new era at ECC. I believe that the cantankerous obstinacy that got us where we are today may not be necessary in the new environment engendered by Dr. Sam and Tony Spahr. What do we want in an ECCFA president, then? We need someone who understands the union, the contract and our history. We need someone with leadership experience in the union but who can approach union issues with the type of logical reasoning Sarah applies to all her decisions. We need someone who can safeguard our interests with the "I understand where you are coming from but what if..." approach Sarah brings to problem-solving. She has clearly demonstrated as co-chair of the grievance committee that she can face conflict and resolve disagreements. She has an effective, working relationship with current administration. She has considered the responsibilities of ECCFA president and has confidence she can meet the challenges of that position.

So, when Sarah called me to talk about her decision to accept the nomination for union president, I gave her a resounding, "Go for it!!" And although that was an example of one of my gut reactions, I hope you can see that I have a very solid reason for that reaction. Sarah has the skills, personality and experience to be union

president. She can work with the current administration, maintain the strength and integrity of our union and carry us forward with the new, young leaders that are stepping up. Please join me in supporting her bid for the presidency and vote for her in April.

ECC Team Wins Literacy Volunteer Trivia Contest

On Saturday, 15 March 2008, ECC's trivia team, The Spartans (Dennis Lynch, Pat Parks, and Bill Demaree), took first place in the annual Literacy Volunteers Trivia Bee at the Q Center in Saint Charles. It is the second time that ECC has taken first place in this fundraising contest.

Each year, teams from business, educational, and community groups participate in the Trivia Bee to raise funds for the Literacy Volunteers Fox Valley. For more information about the organization, visit their website: <http://www.lvfv.org>.

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Information for ECCFA Members

ECCFA Officers

Linda Hefferin, President
Rick Green, First Vice-President
Sue Ford, Second Vice-President
Dan Kocher, Third Vice-President
Linda McEwan, Treasurer
Mary Arndt, Secretary

William Demaree, *Sentinel* Editor
Armando Trejo, Webmaster

ECCFA Senators

BUS/TECH

Rick Green
Clark Hallpike
Roger Ramey

CABS

Tim Anderson
Dennis Lynch
Rachael Tecza

LR/CON

Linda McEwan

LVPA

Robert Harmon
Howard Russo

MSEH

Mary Arndt
Elizabeth Becker
Daniel Kernler

UAF

Rick Bonnom
Sue Ford
Crystal Kerwin
Ron Kowalczyk
Marcia Luptak
Chris Newman

Mary Peterhans
Cathy Tomasik

UAF1

Beverly Augustine
Dan Kocher
Steve Lipinski
Michael Walschot

Senate Meeting Dates, 2007-2008

Spring 2008

- ⊕ 2 April
- ⊕ 16 April
- ⊕ 30 April
- ⊕ 14 May

All meetings are at 3:00 p.m. in ICT 201.

Sentinel Dates 2007-2008

Submissions Due Dates	Publication Due Dates
Friday, 11 April 2008	Tuesday, 15 April 2008
Friday, 9 May 2008	Monday, 12 May 2008 (Classes End 14 May)