

The Sentinel

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



February 2012

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President's Report:

Sarah Dye



On a very positive note, I wish to thank my ECC colleagues and friends who have sent email notes, cards, and gifts (the chocolate was a perfect choice), have visited me in the hospital and at the rehab facility (aka the nursing home from hell), and have come by my house for a chat or a meal once I got home from the knee surgery. I can never adequately express how much this has meant to me, and I am certain this definitely assisted me in recovering.

In fact, one of you even stopped at my house at 7:00 a.m. on the way to school to put my socks on me before I had received my "sock-putter-on-er" device in the mail! This was on a day I had a doctor's appointment and thought better than to wear bedroom slippers in public.

Allow me to remind you that we do have incredibly thoughtful colleagues. I would also encourage you to look into total knee replacement surgery if you find yourself hobbling from car to office to classes at any time in the future. Now that I am beginning to be able to move on my own, I can assure it was a good choice for me.

According to T.S. Eliot, “April is the cruellest month, breeding lilacs out of the dead land, mixing memory and desire, stirring dull roots with spring rain.” But for the ECCFA, April means our annual elections will be upon us. There will be many committees to fill, Senate seats open, and the presidency of the ECCFA to consider. As I indicated to you last August, I am not running again as president since I have served two terms of two years each. Though we do not have term limits for this position in our Constitution and By-Laws, I am a great believer in responsible ECCFA and committee chairpersonship positions being shared. I encourage each of you to consider putting your name forward or asking a colleague to nominate you. I especially would ask our newer faculty (I started to say younger and thought better of it) to run for open positions. Election Chair Bill Demaree will soon be gathering the information about what positions will be available this April and what dates we will be holding the elections. Because the ECCFA office is currently and temporarily located in the far reaches of our campus, we are working on arrangements to locate the ECCFA polling place in the new library.

The final topic this month is to remind all of us that space is still at a premium until all of the construction and remodeling is completed whenever it is scheduled to be done. This is true of office space. Adjunct faculty have been affected for the last couple of years in terms of office space. Please remember how important it is for faculty to treat one another collegially when so many faculty members are crammed into group offices and less than adequate spaces and locations. Sometimes fulltime faculty members who do have assigned office spaces in their own buildings are forced to

UAF1 Faculty Reminder to Submit Self-Assessments

UAF1 faculty are reminded that the new contract requires them to submit an annual self-assessment.

The new requirement is contained in contract Section 10.5, Evaluation. The eighth paragraph is new to UAF 1s. It states:

Each year the unit adjunct faculty I member will submit a self-assessment, including a professional growth plan, to the dean/supervisor. The forms, procedure and deadlines for this evaluation are specified in the Faculty Evaluation Handbook.

The faculty evaluation handbook is available at ECCFA’s website, eccfaculty.org

teach in other buildings. In those events, usually not of their making, they will sometimes ask to use shared office space in another building so as to be convenient to their students for the required office hours. When this happens, be patient with one another because we may be the visitors in someone else's assigned office space for a semester when circumstances necessitate a different location for our required office hours. In other words, let's all try to get along while we are still in the throes of construction inconvenience.

Good Grievance:

Know your Rights and Responsibilities

Sue Ford

Learn the provisions set forth for you in ECCFA's contract with the ECC Board of Trustees.

The best way to avoid a possible grievance or resolve a problem quickly is to know your rights. You have no way of knowing that a violation has occurred or whether you are entitled to some recompense if you don't know your rights in the first place. They are presented primarily in the body of the contract—Articles I through X.

The best way to avoid being called to a meeting with your dean, the VP, or HR that could result in discipline is to be aware of your responsibilities as a faculty member. These are primarily delineated in the Job Descriptions—Appendix B.

(In addition, you should be aware of your Weingarten Rights. You are entitled to

Writers Center Calendar of Events Spring 2012

All ECC faculty are invited to this semester's readings and workshops sponsored by the Writers Center. For further information, contact Rachael Tecza at ext. **7578**.

February

Wednesday, 8 Feb. 2012:

Coffeehouse

7 p.m., Community Room

Thursday, 16 Feb.:

Thomas Montgomery Fate,

7:30 p.m., VPA 191D

Saturday, 25 Feb.

Special Topics:

D. C. Brod: Writing Novels in a Series

9:30 a.m.—12:30 p.m., SRC 320

March

Wednesday, 7 March:

Coffeehouse

7—9 p.m., Community Room

Thursday, 15 March

Golda Goldbloom

7:30 p.m., VPA 191D

April

Wednesday, 4 April

Coffeehouse

7—9 p.m., Community Room

Thursday, 19 April

Tim Seibles

7:30 p.m., VPA 191D

union representation anytime you will be attending a meeting that could include any disciplinary action.)

Becoming as familiar as possible with our entire contract will help you to be a better and happier ECC faculty member.

Believe it or not—the little “black and blue” book is a very interesting read!

Question Number One:

On an almost daily basis, faculty members come to or contact a member of the Grievance Committee with a problem—real or perceived. It is our job to address such situations, investigate them and find solutions to be implemented. We do this work willingly and as thoroughly as we can and most of the time to the relief and satisfaction of everyone involved.

For each instance that we determine to be grievable, a grievance must be filed no more than thirty days after the occurrence or when the grievant might reasonably have become aware of it. While thirty school days (days when the business offices are open) may seem like a long time, but those days fly by when we all have classes and students requiring our time.

Our investigation and resolution can go more smoothly and quickly when a faculty member comes to us as fully prepared as possible. Conversely, when we have to determine the “if, what, how, and so what” of every situation brought to our attention, it slows the process, and we do have to honor the time limits.

Lately, we committee members have been forgetting where the process should begin. The first thing we were all taught to do is ask the member bringing an “issue” forward: “What part of the contract do you believe has been violated, misinterpreted,

or misapplied?” (Sometimes you’ll find that there was no grievable offence, but just a problem in need of a little mediation.)

Asking that question is the perfect starting point. It requires the faculty member to think through an issue and closely examine contract language before he/she “calls in the troops”.

Of course, we are always here to help any member understand the language and concepts in the contract when he/she “knows” something has gone wrong but just can’t identify the section in question. Some issues are a matter of violation of Past Practice that won’t be in the contract.

Then, we need to know what happened. Any documentation of the “event” is extremely helpful and may be crucial to resolving the issue. This may include anything from copies of emails or other written documents to a list of witnesses or participants.

So if something “feels” wrong, first consult the contract. If you are certain that there has been an error, contact a Grievance Committee member as soon as possible. If you aren’t certain, or can’t find the specific section that seems to apply, contact us immediately anyway. But please be as prepared as you can be.

Save the Dates! Exciting Opportunities for YOU and ECC Students!

Kim Tarver

Embracing Cultures on Campus (ECC) is a new, collaborative effort of 24 ECC departments, organizations, and partners. ECC is asking faculty to encourage students to attend **the Multicultural Lock-In February 24-25, 2012**. The night and morning are full of activities and will feature "The Cultural Competency Workshop," which has been adapted for students by Bea Young Associates and trained ECC Facilitators. In addition, student groups will compete in creating a *Cultural Interpretation* and a *Cultural Coat of Arms*. Of course, there will be plenty of fun and games and FOOD! The event is FREE to students! Registration is required. (Deadline is February 15, Today!) Contact Katie Storey for details.

To follow up, on **Thursday, April 19, 2012**, Embracing Cultures on Campus welcomes Lee Mun Wah, an internationally renowned Chinese-American documentary filmmaker, author, poet, Asian folk teller, educator, community therapist and master diversity trainer.

The day begins with a keynote address, "The World is All Around Us," at 8:30. A FREE student ONLY session, "How to Have a Dialogue Across Cultures," will be offered from 10:00 a.m. to Noon. The afternoon workshop, "Creating Community in a Diverse School Environment" is open to all secondary and higher education professionals. (FREE to ECC employees.) The day will end with the film, "If These Halls

Could Talk," followed by a Q & A session with the director. The film is open to the entire community. To register for the afternoon session, go to AccessECC, CFD 400-100.

There will be more details and hype to come! For now, save the date, encourage student participation, invite colleagues, and commit to participating. Thank you very much for your support!

Embracing Cultures on Campus (ECC) Programs for Spring 2012 are supported by:

Office of the President, Student Life, Multicultural and Global Initiatives Committee (MAGIC), Global International Studies Team (GIST), Equity Action Team & Cultural Competence, Center for the Enhancement of Teaching and Learning, Humanities Center, College Readiness, Human Resources/Training, Phi Theta Kappa International Honor Society, Student Government, Marketing and Communications, Support Staff of Elgin Community College Association, Elgin Community College Faculty Association, Academic Divisions: Student Services; Liberal, Visual and Performing Arts; Communications and Behavioral Sciences; Math, Science and Engineering; Health Professions; Adult Education; Sustainability, Safety, and Career Technologies; Transitions and Developmental Education; Continuing Education, and Bea Young Associates.

Want Specific Suggestions for Improving Your Online Course?

Just Three Spots Left for Spring!

Clark Hallpike, Linda Hefferin, Dennis Lynch, and Susan Timm

If you're teaching an online course, here's an opportunity you shouldn't miss.

ECC's Faculty Peer Mentoring program puts us four fellow faculty members at your disposal to take a no-pressure look at your course and offer specific suggestions about how to get the most out of the online class experience. We have just three spots left for Spring, and we hope your course could be one of them.

Here's how it works: you volunteer your online course for review, two of us the mentors take a look at it and evaluate it based on a nationally recognized rubric, and then we sit down with you and discuss the strengths of the course design and offer some concrete suggestions for your consideration. A formal report is then given to you, but that report is for your eyes only,

unless you wish to share some or all of it as part of an annual self-assessment.

Each of us four fellow faculty members have been trained in using the rubric, and each of us has had a course of ours reviewed. We have found it very helpful and enlightening, leading to the strengthening of our courses. Having a couple of extra pairs of eyes to look at our online courses was extremely beneficial. Also, Instructional Technology Specialists Christian Zehelein and Tammy Ray will be available to help you implement any changes you wish to make to your course in the future based on the recommendations of the mentors.

Six of your fellow faculty members, like longtime online professor Cindy Hutman, have already had one of their courses reviewed. We'd like more to join. As this program is currently set up, we cannot look at telecourses or hybrid courses, but if you teach a true online section, please consider this great opportunity. It's faculty helping faculty in the most collegial sense possible. We've benefitted from it and hope you will, too.

To volunteer a course, just email Billie Barnett at the Distance Learning office.

Senate Information

ECCFA OFFICERS

President: Sarah Dye
1st Vice-President: Luis Martinez
2nd Vice-President: Dan Kocher
3rd Vice-President: Cassandra Watson
Secretary: Lori Clark
Treasurer: Linda Hefferin

ECCFA APPOINTEES

Communication Liaison: Gary Christenson
Sentinel Editor: Bill Demaree
Membership Chair: Connie Orbeta
Parliamentarian: Dan Kocher
Chair, ECCFA Scholarship: Bev Augustine
Webmaster, Tammy Ray
Facebook Liaison: Jessica Carpenter

ECCFA SENATORS

Frank Aleman, UAF2
Mary Arndt, HP
Rick Bonnom, UAF2
Michelle Brynelsen, HP
Lori Clark, CABS
Carl DeCarlo, UAF1
Linda Hefferin, BUS
Cindy Hutman, CABS
Dan Kocher, UAF2
Dave Lawrence, UAF1
Marcia Luptak, UAF2
Luis Martinez, MSE
Loretta McCallister, UAF2
John Mravik, UAF2
Pat O'Brien, CABS
Chad Pearion, UAF2
Joel Peck, LVPA
Miroslav Rezac, MSE
Joyce Ross, UAF2
Howard Russo, LVPA
Cathy Tomasik, UAF2
Armando Trejo, LIB/COUN
Glenn Turner CABS
Scott Vazsily, UAF2
Vicki Walker, UAF1
Cassandra Watson, UAF1

Sentinel Schedule, Spring 2012

Due Date: Mon., 12 March
Publication Date: Thurs., 15 March

Due Date: Thurs., 12 April
Publication Date: Mon., 16 April

Due Date: Thurs., 10 May
Publication Date: Mon., 14 May

ECCFA/Senate Dates, Spring 2012

February 15, 2012(W) 3:00-5:00 PM Senate
Meeting UBC 103

February 29, 2012(W) 3:00-5:00 PM Senate
Meeting UBC 103

March 14, 2012(W) 3:00-5:00 PM Senate
Meeting UBC 103

(NOTE: Spring Break 3/28)

April 4, 2012(W) 3:00-5:00 PM Senate
Meeting UBC 103

April 18, 2012(W) 3:00-5:00 PM Senate
Meeting UBC 103

May 2, 2012(W) 3:00-5:00 PM Senate
Meeting UBC 103

May 16, 2012(W) 3:00-5:00 PM Senate
Meeting UBC 103

May 17, 2012 (R) Grading Day (NOTE:
Classes end W 5/16)

May 18, 2012 (F) Graduation

May 21, 2012 (M) 8:00 AM Grades due