

ATTENDANCE

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

VISITORS

- James Allen, BOT Candidate
- Melissa Barbosa-Guzman, BOT Candidate

ANNOUNCEMENTS

- The December Sentinel is live! Thanks again to Deyana Matt for her great work!
 - PDF version
 - [Live on Canva](#)
- A statement was made in support of academic librarians on the [CARLI page](#):

The Elgin Community College Faculty Association stands in solidarity with our librarians and all the faculty librarians at higher education institutions in Illinois. Professional librarians are an integral part of the academic mission, and they are vital to a well-functioning college or university. We strongly support this statement and affirm our belief in the value that librarians bring to our institution and other institutions across the state. *Dan Kernler, President, Elgin Community College Faculty Association*

OFFICER REPORTS

- **SECRETARY'S REPORT: ALISON DOUGLAS**
 - Approval of minutes from November 20, 2024
- **TREASURER'S REPORT: STEVE "WOODY" WOOD**
 - See emailed report.
- **PRESIDENT'S REPORT: DAN KERNLER**
 - Submitted a statement in support of academic librarians to the CARLI page (see announcement above).
 - Met with Ryan and VP of TLSD to discuss syllabus language clarification. See language below.
 - Met with Alison Douglas and Dean Gonzalez (College Transitions and Secondary Partners) to discuss the college's take on dual credit to prepare for...
 - Attended a Dual Credit Roundtable hosted by LEND, ED-RED, and LUDA, all local K-12 legislative groups.
 - Attended union leadership open houses with the presidential candidates.
- **1ST VICE-PRESIDENT'S REPORT: LUIS MARTINEZ**
 - Attended the union leadership meetings with the three finalists candidates for president of the college.
 - Fielded questions from faculty members regarding clarification of sick versus personal days (which don't exist as such in the contract anymore).
- **2nd VICE-PRESIDENT'S REPORT: KATHERINE FLETCHER**
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- **3rd VICE-PRESIDENT'S REPORT: TAMMY RAY**
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COMMITTEE REPORTS

- **Membership** - Kim Tarver
 - See [attached report](#).
- **Grievance** - Laura Haske and Peter Han
 - See [attached report](#).
- **COPE** - Antonio Ramirez
 - [Questions for candidates](#)
 - Written responses:
 - [BOT candidate Melissa Barbosa-Guzman](#)
 - [BOT candidate James Allen](#); [Resumé](#)

- **Negotiations** - Ryan Kerr

Dan and I met with Dr. Schopen to discuss the required office hour language for the TLSD syllabus template.

Contractually, we are required to use the exact language in the template for our own office hour section in our syllabi. However, we presented the ECCFA position that part of that language implies that faculty need to meet with students outside of normal office hours if requested by the students. This is not a contractual obligation, as we know. Dr. Schopen was receptive to this concern. Administration is currently considering whether they will agree to alter the required syllabus language for the spring semester to address this concern. Technically, the syllabus template is only updated yearly, but we are willing to agree to this update for spring if administration is willing as well.

When we have an official answer, we will communicate it.

ELECTIONS & COMMITTEE REQUESTS

Outstanding Committee Requests

- **Search Committee for Chief Community and Government Relations**
 - Seeking one faculty volunteer.
This search should be launching sometime in November, and Dr. Heinrich has requested one faculty volunteer. This might be interesting for someone who serves on groups that discuss legislative matters. As a reminder, any potential search committee members must have completed the Cultural Competency Part 1 training prior to serving on a search committee
- **HSI Strategic Plan Steering Team Request (October 2024 - June 2025)**
Chair: Dr. Garcia, Asst. VP of TLSD
 - Still seeking one additional faculty representative.
- **Strategic Enrollment Management (SEM) Committee**
Meetings: Once per month September 2024 through May 2025.
 - Still seeking one additional faculty representative.
- **Faculty Development** (Chair: Jessica Carpenter)
Meetings: Virtual on Zoom, E/O Thursday 3:30pm
 - 1 CABS
- **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

- **Faculty Development (Jessica Carpenter)**
 - Volunteer to fill open HP seat: Taylor Bernhard, FT Nursing
- **IBHE Faculty Advisory Council**
 - Seeking an alternate representative.
 - Volunteer: Terri Birch

- **Search Committee for a Director of Visual and Performing Arts Facilities (Dean Perkins)**
 - 3 faculty requested
 - Volunteers:
 - Daniel Josh, FT Visual Arts
I am representing The Art department, and this position directly impact the ART department. I have been with ECC since 2007, and I am excited for once with the new direction within our department under this new leadership. I very much would like to serve on this committee.
 - Adam Schlipmann, FT Music
As a member of the music department, the director will have an impact on my program directly through the oversight of labs and other music facilities. I hope to be able to offer my input on this search.
 - Yvonne Beckway, UAF2 Communication Design
My name is Yvonne Beckway and I am interested in being on the search committee for the Director of Visual and Performing Arts Facilities. I have been an adjunct faculty member for 27 years in the Communication Design department. I have a vested interest in helping.
 - Roxanne Bell, UAF2 Biology
I am interested in this position because I have been involved with VPAC facilities for over 20 years. As an usher for every type of show, a different audience is in attendance and their needs must be met.

For instance, the Ballet Folklorica requires extra vigilance because many children are involved and the costume safety and protection is paramount. The youth symphony orchestra needs a safe space and sound proof practice areas. Security is also important: one year the "green room" for the youth symphony orchestra was robbed. Purses, coats , devices, etc. went missing, as well as car keys and then vehicle thefts.

Maintaining safe areas to accommodate an elderly audience as well as having trained staff in case of an emergency. The practice rooms and storage areas must be kept in the most beneficial environment when it comes to humidity and temperature. Art displays must be closely monitored for temperature , humidity, and potential for theft. Remodeling and construction are always ongoing and must be monitored for debris, safety, potential for theft and/or injury.

The ideal candidate must have an extensive background in infrastructure as well as an understanding of the types of audiences and groups who will utilize the facility.

- Joel Peck, FT Art
- Travis Linville, FT Photography

As the head of the photography program, I bring a valuable perspective to the search committee for the Director of Visual and Performing Arts Facilities. The photography program relies heavily on well-designed, functional, and inspiring facilities to support our students' creativity and technical development. My experience managing program-specific needs, such as studio spaces, darkrooms, and digital labs, equips me to assess candidates' understanding of how facilities impact both student learning and instructional needs. By serving on the committee, I aim to advocate for spaces that foster collaboration across disciplines while addressing the unique requirements of the visual and performing arts.

There is a strong desire to improve communication with this position. It's also an opportunity to have a faculty voice from the Art Department that will very much rely on this position, as there was no Art faculty representation in our Dean search.

Thank you for your consideration.

OLD BUSINESS

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NEW BUSINESS

- Revisiting the AI discussion.

FUTURE ITEMS FOR DISCUSSION

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ADJOURNMENT

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

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|-------------|-------------|
| • 1/15/2025 | • 3/12/2025 |
| • 1/29/2025 | • 3/26/2025 |
| • 2/12/2025 | • 4/9/2025 |
| • 2/26/2025 | • 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)
 - December 9
- Committee of the Whole (3:00-6:00, E100.01)
 - December 9
- Board of Trustees (6:30-9:00, Siegle Auditorium)
 - December 10

ADDENDUM - REPORTS

Membership Report for 12/4 Senate Meeting

12/4/2024	Total Bargaining Unit Members	Total Signed ECCFA Members	Total Unsigned	Total % Signed
Full Time	155 (↑ 2)	152 (↑ 1)	3 (↑ 1)	98% (↑)
UA2	187 (↓ 13)	146 (↓ 5)	50 (↑ 1)	78% (↑)
UA1	70 (↓ 2)	20 (↑ 1)	50 (↓ 3)	28.6% (↑)
INA	43 (↑ 15)	25 (↑ 20)	18 (↓ 5)	58% (↑)
Total	455 (↑ 2)	326 (↔)	129 (↑ 2)	71.6% (↓)

10/06/2024	Total Bargaining Unit Members	Total Signed ECCFA Members	Total Unsigned	Total % Signed
Full Time	153	151	2	98.7%
UA2	200	151	49	75.5%
UA1	72	19	53	26.4%
INA	28	5	23	17.8%%
Total	453	326	127	71.9%

1. HR Reports:
 - a. Receiving regular monthly reports regarding faculty load and updates to seniority list; working on process to audit monthly
 - b. Utilizing payroll dues deduction reports to estimate dues classifications (Half, quarter or eighth); focus on improving accuracy to minimize impact of dues revenue and expense
2. Membership Benefits Article submitted for Sentinel focusing on Professional Expense and Faculty Development funds.
3. Future Membership Benefits Topics & strategies pending
 - a. Work Group Members: Dave Reich, Kathleen DeMars, Brian Bohr, Kim Tarver

- b. Topics: The Salary Schedule, Steps & Lane, Strategies to Move Lanes with Credit or Alternate Lane
- c. Interviews, recordings or articles featuring conversations with
 - i. Faculty Development Committee Chair
 - ii. Faculty featuring successful strategies to move lanes
- 4. Launch membership activity in spring to promote benefits of belonging to ECCFA
 - a. Collaborate with IFT
- 5. Continue to promote use of [Electronic Membership Form](#) on ECCFA Website!

Submitted by Kim Tarver, Membership Chair

[Back to Agenda](#)

Grievance Report for 12/4 Senate Meeting

Category	Number This Semester
Active Files	3
Disciplinary Meetings	3
Formal Resolutions Reached	2
Informal Resolutions Reached	6
Consultations	8
Recovered Compensation	\$108,945.00

Active File Updates

- Long Class Breaks. After receiving the College's Step 1 response, the committee decided to take no further action.
- Art Director. The committee is investigating new administrative positions that potentially displace work set out to Instructional Coordinators in Section 4.29 of the Contract.
- Clinical Site Requirements. The committee is following up on clinical site staffing issues related to the site's requirements.

Next Grievance Committee Meeting: Spring 2025.

[Back to Agenda](#)