FEDERATION OF HIGHER EDUCATION FACULTY AND PROFESSIONALS
AFT-IFT / AFL-CIO

ECCFA
ELGIN COMMUNITY COLLEGE FACULTY ASSOCIATION
IFT aft

Senate Meeting Agenda

Wednesday, February 12, 2025

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

●

ANNOUNCEMENTS

● The Labor Education Program at the University of Illinois is now accepting applications to the 2025 Regina V. Polk Women's Labor Leadership Program. The Polk School runs April 30, 2025 - May 4, 2025 at the Pat Greathouse UAW Education Center in Ottawa, Illinois. Deadline for applying is: March 7, 2025.

   If you have any questions, please contact Emily E. LB. Twarog at etwarog@illinois.edu or Stephanie Fortado at seawell2@illinois.edu.

● Union Leadership Institute Training through IFT is scheduled for June 22-26, location still TBD. This is a great opportunity for members of the Negotiations Committee or those interested in serving on Grievance. All registration, housing, and on site food costs are covered, and the ECCFA may be able to cover costs of missing classes for those teaching over the summer. Interested faculty should contact Dan Kernler at dkernler@elgin.edu.

OFFICER REPORTS

- **SECRETARY'S REPORT: ALISON DOUGLAS**
  - Approval of minutes from January 29, 2025.

- **TREASURER'S REPORT: STEVE "WOODY" WOOD**
  - See emailed report.
  - Working with Melissa Crowley from IFT to track down some rebate checks that were not received.

- **PRESIDENT'S REPORT: DAN KERNLER**
  - Met with VP of TLSD
    - The college is still working on forming a procedure for when faculty have questions or concerns about particular student accommodations. **For now, faculty should know that if they receive a request for accommodations that seems to contradict the objectives of the course, they can contact the ADA office to start a conversation with their staff and the student about how to best accommodate the student without compromising the integrity of the course.**
    - Shared concerns about the new admin procedure being developed regarding making digital content accessible. This is still in progress, and we have faculty on the committee who are working on this.
    - We agreed to form an ad hoc committee with the goal of providing guidance for faculty regarding a threshold of evidence regarding academic integrity violations for the use of AI. We agreed that a committee of 4 faculty and 4 administrators would be a reasonable size to tackle this issue.
    - Annamarie shared:
      - Cards are coming for faculty and students regarding what to do should federal immigration officers come on campus.
      - The Faculty Evaluation Handbook is nearly done. The hope is still to bring it to Senate to discuss at this meeting.
      - She did speak with the deans about our feedback from instructional coordinators regarding scheduling and cancelling classes.
      - Followed up about our concerns regarding program review documents that were edited after the fact. Annamarie mentioned that the Assessment office does edit these in order to create a cohesive narrative and voice, so this may be an issue of communication. She is following up with Assessment to clarify.
      - The Jotform for the all college meeting will still be monitored for questions in the future: https://elginedu.jotform.com/250275279411961

- ○ Clarified library shared space - C111 will remain open for Zoom meetings and other needs.

- **1ST VICE-PRESIDENT'S REPORT: LUIS MARTINEZ**
  - ○ Attended the VP/CHRO/ECCFA meeting
  - ○ Attended the ECCFA officers meeting

- **2nd VICE-PRESIDENT'S REPORT: KATHERINE FLETCHER**
  - ○ Attended the VP/CHRO/ECCFA meeting
  - ○ Attended the ECCFA officers meeting
  - ○ Approved one overload

- **3rd VICE-PRESIDENT'S REPORT: TAMMY RAY**
  - ○ Attended the VP/CHRO/ECCFA meeting
  - ○ Attended the ECCFA officers meeting

COMMITTEE REPORTS

- **Membership** - Kim Tarver
  - ○ See attached report.

- **Grievance** - Laura Haske and Peter Han
  - ○ See attached report.

- **COPE** - Antonio Ramirez
  - ○ See attached report.

- **Faculty Development** - Jessica Carpenter
  - ○ See attached report.

- **Elections Committee**
  Chris Cunningham, Katherine Fletcher, Roxie Bell

  The Elections Committee has established a tentative timeline for this year's election and is accepting corrections or suggestions from Senate.

  - ○ 2/18: First announcement to ECCFA members regarding approaching elections
  - ○ 2/27: Nomination forms updated and ready to go
  - ○ 3/3: Second announcement of election to ECCFA members, with a nomination link.
  - ○ 3/3 - 3/21: Accepting nominations
  - ○ 3/24 - 3/28: Ballots created and a meeting to verify them.
  - ○ 3/31 - 4/6: Spring Break
  - ○ 4/7: Third email to ECCFA members, with an election link.
  - ○ 4/7 - 4/18: Election

- ○ 4/22: Ballots counted and a meeting to verify them.
- ○ 4/22 - 5/2: Election results emailed to candidates and committee chairs, sheet updated
- ○ 5/5: Elections results reported to Senate; new Senators seated

ELECTIONS & COMMITTEE REQUESTS

Outstanding Committee Requests

1. **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

A. **AI and Academic Integrity** (Annamarie Schopen)
   Seeking 4 volunteers
   - ○ **Chris Cunningham** (FT Math)
     I would be a good choice for this group because I have a significant history of having my academic integrity violations appealed and denied by administrators at other schools. Additionally, I have a technical background in the math used for AI, so I can be a resource to explain things like the fact that it is always impossible to use an AI to detect AI work. While the so-called AI revolution is causing serious trouble in the humanities, it is also a problem in mathematics and sciences where some students think that there is no reason to learn math anymore because AI is going to do it all for us. Thanks for your consideration.
   - ○ **Ryan Kerr** (FT English)
     I would very much like to be on this AI and Academic Integrity committee. On a personal and professional level, I am very invested in navigating this topic in a meaningful way. I have dealt with several students who engaged in academic integrity violations through AI software, so I have a detailed understanding of how the college administration currently handles this issue.

     I served on the college-wide AI Taskforce in 2023, serving as a faculty representative. This new committee seems like a logical extension of that work. I can provide continuity in faculty perspective.

     Furthermore, I am currently chairing a departmental committee on AI concerns in English for this academic year. I am guiding a group of English faculty through creating recommendations and finding tools for faculty in the department to address academic integrity concerns with AI. We are in our second semester of this departmental committee.

> *Finally, as the chief negotiator of ECCFA for the past three years, I can bring the essential understanding of the contract that will be needed to inform decision making on such a committee. Properly weighing academic freedom and clarity of policy requires knowledge of the ECCFA contract.*

- ○ **Mark Krukowski** (FT, CIS)

  > *I'm interested in volunteering for the AI and Academic Integrity workgroup. My 30+ years in IT, coupled with 20+ years teaching CIS courses at community colleges, have given me a front-row seat to rapid technological change. The explosive growth of tools like ChatGPT since 2022 underscores just how quickly things evolve.*
  >
  > *While I recognize the potential benefits of AI—and as someone with a background in the field, I understand the importance of applying critical thinking even when using AI tools—I'm particularly concerned about its impact on student learning. My experience in the classroom, especially teaching programming, has shown me how easily students can become overly reliant on AI. While AI can be a helpful tool, I've noticed that some students use it in ways that bypass the crucial process of developing foundational programming skills. They become dependent on the AI's output, rather than learning the underlying logic and structure themselves. This ultimately hinders their ability to think critically and problem-solve independently. I believe this is a critical issue we need to address, and I'm eager to contribute to finding solutions, perhaps even leveraging AI itself to help foster critical thinking skills in our students.*

  - ○

OLD BUSINESS

- Following up on the name change concerns shared at the 1/29 meeting - some details needed.
  - ○ Do we know if the question was about changing the legal or preferred name?

NEW BUSINESS

- Discussion on faculty teaching in multiple departments.

- Summary of new Tenure and Evaluation Handbook (Stacey Shah)

FUTURE ITEMS FOR DISCUSSION

-

ADJOURNMENT

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

- 2/26/2025
- 3/12/2025
- 3/26/2025
- 4/9/2025
- 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)
  - March 10
  - May 12
- Committee of the Whole (3:00-6:00, E100.01)
  - March 10
  - April 14
  - May 12
- Board of Trustees (6:30-9:00, Siegle Auditorium)
  - March 11
  - April 15
  - May 13

ADDENDUM - REPORTS

Membership Report for 2/12 Senate Meeting

2/5/2025	Total Bargaining Unit Members	Total Signed ECCFA Members	Total Unsigned	Total % Signed
Full Time	155	152	3	98%
UA2	187	147	40	79%
UA1	88	19	69	21.5%
INA	36	22	14	61%
Total	466	339	127	73%

1/8/2025** *May not be accurate*	Total Bargaining Unit Members	Total Signed ECCFA Members	Total Unsigned	Total % Signed
Full Time	155 (↔)	151 (↓ 1)	4 (↑ 1)	97.4%
UA2	178 (↓ 9)	141 (↓ 5)	37 (↓13)	70% (↓)
UA1	69 (↓ 1)	21 (↑ 1)	48 (↓ 2)	30%
INA	43 (↔)	25 (↔)	18 (↔)	58%
Total	445 (↓ 10)	338	107 (↓ 22)	76%

1. HR Reports for January reflected December data; February reports appear to be current; reviewing UA1 membership fluctuations and recruitment opportunities
2. Bowling for Dollars/Lane Movement Article submitted to Sentinel
3. ECCFA Office Hours pilot program launched; week 1 minimal participation; ideas?
4. Future Membership Benefits Topics & strategies pending: No Progress
5. Coordinate with IFT re: membership recruitment activity to promote benefits of belonging to ECCFA: No Progress
6. Continue to promote use of **Electronic Membership Form** on ECCFA Website!

Submitted by Kim Tarver, Membership Chair

Back to Agenda

Grievance Report for 2/12 Senate Meeting

Active Files	5
Disciplinary Meetings	5
Formal Grievances	3
Informal Resolutions	7
Consultations	13
Recovered Compensation	$108,945.00

Back to Agenda

COPE Report for 2/12 Senate Meeting

Request for Senate

I'd like to request $500 to spend on Facebook political ads to support our BOT candidates (approximately 90%) and Vincent Gaddis for Aurora Library Board (approximately 10%).

Question for Senate

Who would like to attend the Truman Dinner, March 2, 2025 @ 4:00 pm – 7:00 pm The Q Center 1405 N. 5th Avenue St. Charles, IL?

COPE has 2 tickets available. We are also paying for 2 tickets for our candidates.

Upcoming COPE events

1) Meet-and-Greet Fundraiser with Endorsed BOT Candidates - Tues, Feb 18th, 4-7 at Old Republic, 155 S Randall, Elgin. Free drink + appetizers.

   Facebook event here.

   E-Flyer file here and below.

2) Postcard Writing w/ECCFA - Saturday, March 15th, 9:30-11am at Dream Hall 51 S Grove, Elgin.

3) Textbanking w/ECCFA - Thurs, March 27, 4-5:30pm at Grumpy Goat Tavern, 875 Sports Way, Elgin.

Requests for ECCFA members

*Please follow James Allen for ECC on Facebook:
https://www.facebook.com/JamesAllenForECC

*Please follow "Citizens for Vincent Gaddis" on Facebook:
https://www.facebook.com/profile.php?id=61572818526258

*Please follow "ECC Faculty Union COPE" on Facebook:
https://www.facebook.com/eccfacope/

*Contact Antonio at eccfacope@gmail.com if you'd like to start or raise your COPE donation.

Antonio Ramirez, COPE Chair

Back to Agenda

Faculty Development Report for 2/12 Senate Meeting

Fac Dev has met and set the maximum 2025 Individual Faculty development amount at $5000.

That's a big jump, but we need to spend down some of our reserve fund.

Remember that Faculty Development is a competitive process. Although our projections (thanks AI for doing the statistics) are based on an attempt to spend down 50% of the reserve, it is always possible we get an uncommon amount of requests or more persons who utilize the entire amount. Do not tarry!

What can you use this money for? Typically it is used to attend conferences or pay for courses, although we have seen some other projects occasionally. Please make sure if you are using the course(s) for lane movement that you get pre-approval from your dean (this does not go through FD but the form is in our handbook). Without pre-approval the course(s) can only be submitted for credit through alternative lane, which is significantly less generous. If you have a pre-approval for the entire program you do not need individual course approval. ((we do NOT need preapprovals to come to us when you request funding)).

Reminder on lane movement: Lane change activities completed by December 31 and documented no later than February 15 shall be awarded on the salary schedule for that calendar year. (this is also not our process, document with HR)

Group Proposals are due by February 28th. Details are in the faculty development handbook at eccfaculty.org

I wish everyone a good 2025, let's get our professional development on!

Dr. Jessica Carpenter