

ATTENDANCE

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

VISITORS

None.

ANNOUNCEMENTS

- **Reminder - only the ECCFA can bargain for your compensation!**
Please note that all faculty compensation should be negotiated in consultation with the ECCFA through the Chief Negotiator. Individuals should not bargain their own compensation, either with the administration or as part of a grant proposal.
- **We need a Sentinel Editor!**
 - We are hoping to revive the [ECCFA Sentinel](#), which is ECCFA's newsletter. We are looking for a member to take this over, with the goal of starting up again for the 2024-2025 academic year. There is a \$300 stipend for this position. Interested faculty can email Dan at dkernler@elgin.edu.
- **Safety Drills** are now posted on my.elgin.edu:
<https://my.elgin.edu/spaces/emergency-management/safety-drills/>

- Tornado Drill: 8/26/2024 3:00 PM
 - Fire Drills: 9/10/2024 through 9/12/2024
 - Great Shake Out - Earthquake Drill 10/17/2024 10:20 AM
- **ECCFA is in the news!**
The Project Backpack event returned to in-person, on August 3rd, at ECC. We eased right back into action and soared! It was an amazing day full of light and love!

[View Slideshow](#)

The Project Backpack committee thanks ECCFA for their continued dedication and support! Together, we make a significant difference to families who are in need. The most recent number of homeless students in Kane County is 3,356.

Project Backpack is a community-based initiative led by ECC and other event partners to benefit students by offering resources to start a school year. Since its inception in 2010, Project Backpack has positively impacted the lives of nearly 24,000 students in need from school districts U-46, CUSD 300, CSD 301, CUSD 303, D20, or ECC District 509. Project Backpack also facilitates connections between families and local agencies to address various needs beyond school supplies. In addition, during the event, families enjoy various fun activities in an Activity Fair before and after receiving their backpacks.

Tammy reported that it was the first time back to in-person in a while. She recommends you check out the slide show. It is a huge event that has a huge impact on the community. We have over 3000 homeless students in Kane County so this is a big deal. ECC hosts it, ECCFA is a partner.

- **Please consider attending the Union Leadership Institute!**
Sessions are offered on collective bargaining, leadership, grievance, and more. All expenses are covered, including travel and lodging. More details are in [this flier](#), with specifics coming soon.

Dan Kernler, Katherine Fletcher, and Laura Haske attended the most recent one. Word is that this is a really great event and you should attend it. Ryan Kerr stressed that we should get all remotely interested people to attend the collective bargaining training.

OFFICER REPORTS

- **SECRETARY'S REPORT: ALISON DOUGLAS (CHRIS CUNNINGHAM substituting)**
 - Approval of [minutes from May 1, 2024](#)

Motion made by Kim to approve and seconded by Luis. The motion carried.

- **TREASURER'S REPORT: STEVE "WOODY" WOOD**

- See emailed report.

Kim reported with Woody that there was a budget meeting, and that the budget will be presented tomorrow and that everything is in order.

Kim made a motion to nominate a first vice-president. The motion was withdrawn to make it at a later time.

- **PRESIDENT'S REPORT: DAN KERNLER**

- Met with VP of TLSD and CHRO (5/1, 6/10, 7/8, 8/9)

Shared concerns about:

- Difficulties in scheduling appointments at the Testing Center
- Faculty Evaluation Handbook committee compensation over summer
- Faculty computer swaps in summer should be communicated well in advance
- Global Leadership Summit communication highlighted “ministry”, which feels inappropriate as a public institution. Admin shared that the intent of the language was so participants would not be surprised. Anthony Ray shared concerns with Cabinet. College will still participate, as attendance is optional.
- President's Task Force (investigates complaints regarding faculty) - has been very problematic in the past. Per Anthony Ray email on 7/10, this group has been disbanded. All Title IX requests will be handled by Taylor Haugen.

Received information regarding:

- Clarification of admin transition in light of Dr. Sam's departure, with possible faculty member stepping in temporarily as CABS associate dean
- Clarification that Pay Leave for All Workers does not apply to faculty, as we had a prior collective bargaining agreement
- Consulted on a variety of issues with Chief Negotiator, Ryan Kerr
 - Approved revision of job description and compensation for the ECC Observer Advisor
 - Coordinated compensation for Heidi Eaton, CIS faculty member, to edit the Faculty Development Handbook
 - Approved compensation for a faculty member through grant funding
 - Clarified Respiratory Care faculty position
 - Negotiated MOA for a faculty member to take on additional duties of the temporary Truck Driving Program Director as an additional stipend.
 - Confirmed that when a committee of faculty is needed to enforce 4.30 Workforce Training, the CETAL Advisory Committee (consisting of 5 faculty and 5 administrators) will serve as the body to determine which trainings are required of faculty.
 - Negotiated MOA for a faculty member to take the position of Interim Associate Dean of CABS

- Clarified summer dues collection (a change from previous years) via email with members
- Worked with admin to refine SLAAC reconstruction so all faculty who are voting members are approved by the ECCFA Senate. See Committee Requests below.
- Met with Treasurer and Membership Coordinator to plan 2024-2025 budget.
- Spoke with Res Vazquez about the upcoming Presidential search
 - College is working with Academic Search
 - BOT hopes to fill the position by Jan/Feb
 - Committee will include 2 ECCFA representatives
- Approved excess load for various divisions (as of 10:50am on 8/14, I've received requests from LVPA and MSE only)

Luis asked about the President's task force. Dan elaborated on the problematic nature of the task force especially around the presumption of guilt in some types of hearings. The task force has been disbanded. Taylor Haugen will handle these complaints now. See the Grievance report for more information.

Ryan indicated that there had been an error made by administration regarding negotiating compensation, but that after discussions and some strongly worded communications, he does not think these errors will be made again.

- **1ST VICE-PRESIDENT'S REPORT: POSITION EMPTY**
- **2nd VICE-PRESIDENT'S REPORT: KATHERINE FLETCHER**
- **3rd VICE-PRESIDENT'S REPORT: POSITION EMPTY**

COMMITTEE REPORTS

- Negotiations — Ryan Kerr
 - See attached [report](#).

The next elections will include a negotiations team and a new Negotiations Chair. Ryan emphasized the word "new" in the phrase "new negotiations chair."

- Grievance — Co-Chairs: Peter Han and Laura Haske
 - See attached [report](#).
- Membership — Kim Tarver
 - See attached [report](#).

Kim added 3 new full-time members to the membership list on top of the numbers in the report. One of those was a UA1 who is transitioning to being full-time.

ELECTIONS & COMMITTEE REQUESTS

Committee Requests

- **Strategic Enrollment Management (SEM) Committee**
Meetings: Once per month September 2024 through May 2025.
 - Seeking two faculty representatives.
- **English Search for Full-Time (2 positions) - positions start Spring 2025**
 - Willing to continue from previous unsuccessful search:
 - Blythe Burren
 - Johanna Cummings Bernard
 - Chasity Gunn
 - Joshua Thusat (ENG IC)
 - Admin requested 1 new member as replacement
- **Curriculum Committee** (Chair: Marc Beth)
Meetings: 1st and 3rd Fridays of each month. 12:00 -1:00 pm on Zoom
 - 2 HP
 - 1 SBCT
- **Faculty Development** (Chair: Jessica Carpenter)
Meetings: Online recently: E/O Thursday 3:30pm
 - 2 HP
- **Grievance**
Meetings: E/O Wednesday 4:00-5:00 pm (virtual meetings)
 - 1 UAF2
 - 1 UAF1
- **SLAAC** (Chair: Angelika Stachnik)
Meetings: Every 2nd and 4th Tuesday 3:30-4:45, on Zoom.
 - 1 Full-time Teaching Faculty Member
 - 1 UA Teaching Faculty Member
 - 1 Library Faculty Member
- **ECC Employee Wellness Committee (WC)**
Meetings: Monthly, time depending on faculty availability
The Wellness Committee is looking for one individual faculty volunteer.
The mission of the ECC Employee Wellness Committee is to identify and pursue through education and support the ECC dimensions of wellness. Made up of ECC employees from various departments within ECC, we convene monthly (from August through May) to plan wellness programs and activities for the entire college. In addition to our regular meetings, committee members also participate in and oversee the implementation of these planned monthly events. During the summer, we hold a half-day retreat to strategize and plan for the upcoming year's initiatives.

Elections

- **Election of 1st Vice President**

[Job description](#)

Liddy moved to elect a first VP. Michelle seconded. The motion carried.

We accepted nominations. Kim nominated Luis Martinez. Luis accepted and described himself as a soldier of the union. No other nominations were made. Luis was approved.

- **Election of 3rd Vice President**

[Job description](#)

Michelle moved to elect a third VP. Les seconded. The motion carried. We accepted nominations. We have no UA1 senators, so UA2s are eligible to serve. Luis nominated Tammy Ray. Dan described the job description of the 3rd VP. Tammy accepted. She is concerned about conflicts with distance learning hours, but accepted the nomination. No other nominations were made. Tammy was approved.

- **Faculty Development**

Volunteer: Christina Marrocco, full time English

- **IBHE Faculty Advisory Council**

The current representative is unable to continue. Our alternate, Alison Douglas, is willing to transition to the active representative.

Volunteer for Alternate: Nicole Scherger

This committee looks very interesting, as they take up a variety of topics relevant to our work at a community college and often develop position statements and recommendations. Many of their recent position papers (such as those on dual credit and online exam proctoring) are ones in which I would have been extremely interested to have taken part in. This alternate representative role just looks like a great opportunity to learn a little more about IBHE and how things work in our state.

- **GIST**

Volunteer: Dave Zacker

There are several reasons that I would like to be part of this committee. For starters, I have been the faculty leader of the Italian Language, Culture and Humanities Study Abroad program in Urbana, Italy for the last two years, and I will lead the program in 2025. As a result, I am not only intimately acquainted with global engagement programs for students. I am also the faculty member best acquainted with Centro Studi Italiani in Urbana, Italy, the Cultural Center that will host the 2025 Beyond Borders: Global Engagement Professional Development Program. Secondly, I am a co-chair of the ECC Humanities Center (ECCHC). A number of the activities the ECCHC sponsors are consistent with the interest of the GIST community, and vice versa. Both committees have

expressed interest in having a faculty member who participates in both committees. Finally, I was one of the original faculty members on the GIST committee. So I am familiar with its mission and am interested in furthering that mission.

- **Administrative Procedure Review Team (APRT)**

Volunteer: Stacey Shah

- **Honors**

Volunteer: Heidi Eaton

Ryan moved to approve all five volunteers, and Luis seconded. There was no discussion. The motion carried.

OLD BUSINESS

- Inclusive Access discussion - Chris Cunningham and Patrick Gordon
 - [Report attached](#)

Chris and Patrick will accept any questions; reach out as needed.

NEW BUSINESS

- [Honorariums](#)

Changes highlighted in blue.

See [ECCFA Officer Responsibilities](#) for more detail.

Dan explained the reason for release time and honorarium differences between the 1st VP, 2nd VP, and 3rd VP. At ULI, Dan and Katherine learned about how to work toward better recruiting for leadership positions. Stacey Shah also worked on this. The ECCFA Officer Responsibilities document now outlines the differences between the positions. The 1st VP ended up with more work than the 2nd VP, and that was more work than the 3rd VP. This led to the higher release time for the 1st VP than the 3rd VP. We also only have a small number of UA1s. Please reach out to Dan with concerns. Communications Liaison will be paid in negotiations years but not this year. A small stipend was added to the elections chair.

Stacey moved to approve the changes, and Luis seconded. Ryan asked whether our approval actually changes the numbers or if we are only approving changes to the proposed budget that will go to the general membership meeting. In fact this only approves what will be presented to the general membership at the general meeting. Kim thanked those who worked on the changes to this document. Stacey agreed and wanted to say that she thinks the strong 1st VP is a great way to help more people feel comfortable running for president. The motion carried.

- [2024-2025 Budget](#) (link includes previous 3 years)

- Notable recommendations:
 - Projected estimated dues based on 2023-2024 through 7/15.
 - Increased Honorarium (see above proposals)
 - Increased membership meeting to match past expenditures
 - Increased ULI workshops
 - Plan is to balance the budget with savings, currently at nearly \$100,000.

Dan explained the Budget Report tab of the 2024-2025 budget. AFT collects flat fees for each member while we collect the fees proportional to income, so it is difficult to collect the perfect amount of dues. This tab should help keep track of whether we are collecting the right amount of dues each year. This year has a small shortfall, so we will draw some money from savings. However, Dan indicated that he thinks having 6 figures in savings is unnecessary and this is a good plan. He then discussed a few lines and explained why they had been zeroed out or increased. In particular he noted that the Foundation scholarship is now endowed so we do not need to keep contributing to it.

Luis asked about the AFT / IFT / AFL-CIO line and Dan clarified that the line is still at \$1000 so we can focus on the IFT conference.

Kim moved to approve the budget and Luis seconded. Josh asked what the standard amount of savings is for a union of our size. Dan said when he started, the savings account was \$35000. Josh asked whether it made sense to have a savings of one year of operating costs; using that as a line would indicate that we have a good amount of savings. Ryan said he is in favor of lowering the surplus for the same reason we ask the college to lower its surpluses and savings: this place is a service, not a bank, and we should not be holding on to massive savings. Dan indicated that there is not very much risk since our main revenue is dues and our main expense is also dues. Lisa Hodson asked what the administrative social contributions are. Dan explained that the three main branches of the college have donated money to be used for the end of semester parties in the past and this has been promised going forward. The motion carries.

- [ECC Foundation Gala](#) - Sponsorship/donation request

Liddy explained that it is good for us to get a table so we can send adjuncts to the gala which is a great opportunity. Luis agreed and said that you can buy the table outside of the linked form. Kim said the table is \$1450 but since we are after August 12, the table is \$1700. Tammy clarified that there are 10 seats at a table. Liddy moved to sponsor the table. Kim seconded. Dan clarified that this motion would also change the budget line to \$1700 instead of \$800. Tammy made sure that this meant we would get a table *instead* of a sponsorship, and that is the case. Liddy volunteered to reach out to people to get people to go to the gala. Kim thinks the ECCFA leadership, meaning the officers, should get an opportunity to sit at the table. The motion carried.

- Representatives from ABEC, ARIT, and HP needed for Instructional Coordinator meeting Friday 1-2:30pm on Zoom.

These are areas without instructional coordinators; directors are not invited to this meeting. Lisa del Giudice asked how frequent this is. This is a single meeting. Lisa volunteered to attend for ABEC. Lisa Hodson agreed to attend for HP. Stacey said she would reach out to her area to see if anyone wants to attend.

DIVISION ISSUES

Les brought an issue that was raised by one of his constituents. The language on the invitation to various meetings on Thursday included in parentheses that “full-time faculty are expected to attend in person” for all meetings. Ryan clarified that the only truly required meetings for faculty on Thursday are the TLSD and Division Meetings; you must attend the TLSD meeting in person, and you can attend the division meeting virtually or in-person.

Patrick raised the point that it is not very efficient or environmentally friendly to make everyone attend the TLSD meeting in person. Ryan said that the last negotiations team fought very hard to get all meetings to be virtual, and the compromise was that there would only be the one meeting of TLSD in person.

Stacey brought the issue that some department meetings for her area are being called after grading day and at other inappropriate times.

ADJOURNMENT

Tammy moved to adjourn. Michelle seconded. The motion carried.

ECCFA SENATE FALL 2024 MEETING SCHEDULE: 3:15-4:45 P.M.

- 8/28/2024
- 9/11/2024
- 9/25/2024
- 10/9/2024
- 10/23/2024
- 11/6/2024
- 11/20/2024
- 12/4/2024

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)
 - October 7
 - December 9
- Committee of the Whole (3:00-6:00, E100.01)
 - September 9
 - October 7
 - November 11
 - December 9
- Board of Trustees (6:30-9:00, Siegle Auditorium)
 - September 10
 - October 8
 - November 12
 - December 10

ADDENDUM - REPORTS

Inclusive Access Report

Chris Cunningham and Patrick Gordon met in July with Peggy Heinrich, Annamarie Schopen, Tyler Roeger, and Kelly Strossner to discuss bookstore textbook adoption and Inclusive Access. The group agreed that in general, the new method for adopting textbooks using the software was a good thing that was implemented well. A specific story about a faculty member making an error in the system was raised, but we still agreed that overall the software has been successful.

We then had an in-depth conversation about Inclusive Access. Kelly informed us that 14 courses in the Accounting, Business, and Supply Chain Management departments are currently using Inclusive Access at the college. The current system requires the course fee for an Inclusive Access course to be approved about 18 months before the course happens. Peggy and Annamarie both showed that they understand the academic freedom issues with Inclusive Access, using a hypothetical example of a faculty member who is newly hired and does not have time to be part of the conversation about their own course materials. All agreed that significant operational challenges would need to be solved to reconcile Inclusive Access with Academic Freedom. Chris then advanced the opinion that Inclusive Access is largely an evil perpetrated by publishers against students and institutions to circumvent students acquiring used or free course materials. Kelly knew that for some of these reasons, the federal government is considering regulation that will forbid institutions from using Inclusive Access. On the other hand, Patrick pointed out that in some of these ACC and BUS courses, there is no way for students to get used or free materials since everyone will have to use the publishers' software anyway to complete the course. This perhaps opens an angle for some courses to be acceptable for Inclusive Access but others not. Annamarie proposed that we let the philosophical questions of Inclusive Access be discussed by the Course Materials Cost Team which will begin meeting in the Fall. Tyler will lead that group, which has significant faculty membership.

Further reading on the proposed regulation:

<https://www.insidehighered.com/news/government/2024/01/29/biden-admin-looks-clamp-down-inclusive-access>

Negotiations Report

Preparation for Next Cycle: The current ECCFA contract expires in December of 2025, so Senate will be electing a new Chief Negotiator in this upcoming April/May (Ryan Kerr will not be continuing in the role). The general membership will elect the representatives for the Negotiations Committee in the spring elections, as well. The elected members will include 5 full-time faculty members, one from each academic division, 3 UA2 faculty members from any division, and 2 UA1 faculty members from any division. The ECCFA Vice Presidents and President will also serve on this committee along with the Communications Liaison.

Call to Action for Senators: I would ask Senators to talk to their constituents and try to establish who may be willing to join the negotiations team and who may be willing to be Chief Negotiator. If your constituency includes current members who are willing to continue on the committee, great. If the current member in your division/group is not planning to negotiate again, please try to touch base with people over the next several months to identify good candidates for this essential work. The firmer the team is ahead of April/May, the smoother the preparatory work will go ahead of negotiations in Fall of 2025.

Grievance Report

- **Formal Contract Grievances**
 - **Block Scheduling Contact Hours & Load Protocol.** Grievance is waiting for HR's response to an issue related to block scheduling. HR's investigation has resulted in the termination of an administrator. Corrections have been made to the scheduling procedures. Grievance is working to make affected faculty whole.

- **Informal Contract Resolutions**
 - **FMLA Parental Leave.** Grievance has provided advice to faculty regarding Section 5.2 related to parental leave. Questions arose regarding notices and return-to-work rights.

- **Disciplinary Proceedings**
 - **Presidential Task Force Dissolution.** Grievance co-chairs met with HR to discuss the new structure for investigating claims of discrimination and harassment. There will no longer be a presidential task force for these complaints. Instead, the Title IX officer, Taylor Haugen, will handle the investigation. Grievance appreciates the proactive and collaborative approach to discussing these changes.

Additional notes from Peter:

We are wrapping up a case concerning a faculty member who had been investigated by the President's Task Force earlier in the year. To our surprise, the Task Force's final report "substantiated" complaints made by a student against the faculty member. HR will make a judgment, with possible disciplinary actions, based on this report by the end of this week. Grievance has concerns with how the Task Force had conducted this investigation and several others over the past two years: the tone and line of questioning in these meetings are, in our view, biased against faculty. In our view, this case should never have been escalated to a formal investigation.

Last week, we sat down with Tonisha Via (HR Deputy Chief) and Taylor Haugen (new Title IX Coordinator) and the faculty member to address this case. Grievance made it known that we consider the Task Force's report to be suspect. We raised concerns that the faculty member might receive undue discipline based on the report. Tonisha Via said that the faculty member's

scheduled Fall teaching duties would not be affected by this case. Grievance left the meeting with the impression that the faculty member will not be harmed by the Task Force investigation. We learned that going forward, cases of this nature will be handled by Taylor Haugen; the Task Force will not be reconstituted. Moreover, Taylor stated that cases like this will be resolved in a timely fashion, and that faculty will be notified of closure. [There are many cases, going back years, of faculty investigations conducted by the Task Force that remain open.] Grievance is hopeful that Taylor Haugen will be a marked improvement over the defunct Task Force.

Membership Report

have 1 new full-time member and 7 new unit-adjunct members; thank you to Katherine Fletcher for her assistance.

July 24, 2024 Member Classification	Total Members in Bargaining Unit	Total Signed ECCFA Members	Total Unsigned Members of Bargaining Unit	Dues Paying Non-Member	July 24, 2024 Percent of Signed Members
Full Time Faculty	153	148	4	1	96.7%
Unit-Adjunct Faculty II	177	136	41	0	76.8%
Unit Adjunct Faculty I	66	22	44	0	33.3%
Inactive Faculty	37	21	16	0	56.8%
Total	433	327	105	1	75.5%