



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



ELGIN COMMUNITY COLLEGE FACULTY ASSOCIATION Senate Meeting on April 29, 2009

Sarah Dye, President, presiding

Tim Anderson	Beverly Augustine
Elizabeth Becker	Rick Bonnom
Bill Demaree	Sarah Dye
Sue Ford	Linda Hefferin
Cindy Hutman	Tim Kaar
Dan Kernler	Crystal Kerwin
Dan Kocher	Ron Kowalczyk
Dave Lawrence	Marcia Luptak
Dennis Lynch	Luis Martinez
Gary Norden	Mary Peterhans
Roger Ramey	Howard Russo
Manuel Salgado	Scott Vaszily

New Senators: Clark Hallpike, Lori Clark, Nicole Scherger, Sumitra Duggitala

Absent: Tim Kaar

Meeting called to order by Sarah Dye at: 3:03 p.m.

Guests: Andy Erbach, George Rosa, Dr. Carol Cowles: on Veterans Project

Guest Reports:

Carol passed out the brochure produced for veterans.

Andy Erbach said they have formed a veterans club. There are many veterans coming back from Iraq and Afghanistan and they have a different level of maturity. The club is trying to make sure we acknowledge the service and special position of these veterans. George Rosa and Andy Erbach are the advisors but anyone who wants to help would be welcomed.

George Rosa shared his own experience. In 2001 he went straight from the military to NIU, He felt lost and alone. He was also the first generation in his family to go to college. He didn't know anyone. He felt different. He didn't know where to go for things, where to register. He even had to set up an e-mail account for the first time in order to register, It was a difficult learning curve for him. Things only changed when he came to ECC and he had a mentor in Andy Erbach who helped him. He wants to do the same for others. Veterans have a special place in his heart. People at NIU would say, "I understand." Not a very sensitive thing to say especially if they are not also helping. He doesn't want to replicate that. He wants to make sure they have their resources, give them some guidance and he DOES understand. ECC has been very special to him as a student and now as faculty.

Carol Cowles said it would be helpful if we can collect faculty who have had military experience and would be willing to serve as mentors. The brochure she gave us is one they are using as a recruitment tool. It includes a new student enrollment check-list and takes them through the process of getting into ECC. Explains who are the contact for veterans **by name**, not just the office they need to contact. She just came from a training that helped them understand the difference between the different GI bills and there are significant differences. Need to help vets pick benefits that serves them the best. The committee has been meeting for about 6 months. She feels good about what they have accomplished but still much to be done. Expecting a huge surge in veterans because of the new GI bill that goes into effect in August.

Elizabeth Becker asked if they had posters for classrooms?

Carol Cowles suggested we use the brochures as posters for now. They have some data on self-identified veterans. Those received a personal invitation for the GI Bill training. She suggested we ask vets to self-identify in the system (changing their information in Datatel), that would help. Then they can collect information and contact the veterans.

Sarah Dye said we have one more Sentinel going out. She suggested an article asking people to contact Andy Erbach and George Rosa. Andy and George will send the information to Bill and he will shape it into an article.

George Rosa said that Illinois offers an Illinois veterans grant which pays for 120 hours toward a degree. That doesn't include the benefits of the GI bill. Often veterans don't know about Illinois grant. When he came, it paid for everything at ECC.

Secretary's Report: Cindy Hutman

Ron Kowalczyk moved to approve minutes from the April 15th meeting. Luis Martinez seconded., Approved.

Dennis Lynch moved for a change of order to consider the Special Orders Consent Agenda at this time. Roger Ramey seconded. Approved.

Special Orders

Approval of committee members (treat as Consent Agenda)

Before considering the Consent Agenda, Sarah Dye thanked the outgoing Senators. She said that Tim Anderson would be continuing as membership chair, Dan Kernler had expressed his willingness to continue to help, Ron Kowalczyk will continue as chair of COPE and Roger Ramey will continue as treasurer of COPE.

Linda Hefferin moved to consider items 1, 2 and 4 from the special orders as a consent agenda, Howard Russo seconded. Approved

Howard moved to approve items 1, 2 and 4 from the consent agenda. Luis Martinez seconded. Approved.

The new Senators introduced themselves. Sue Ford point out that Sumitra will be a UAF2 by fall. This is an ongoing problem they hope to be address with a change in the bylaws.

Item 3 on the special orders agenda is election of Senate officers.

1st VP—Elizabeth Becker nominated Luis Martinez. Sue Ford moved to close nomination. Shawn Mikulay seconded. Approved

The vote was unanimous for Luis Martinez as 1st VP.

Luis Martinez said he has too much to learn. Dan Kernler was very impressive in the role of 1st VP and it will be a big job to fill his shoes, He is not sure can rise to Dan's level but with the help of everyone in the Senate he hopes he will be able to do the job.

2nd VP—Howard Russo nominated Sue Ford. Shawn moved to close nominations. Mary Peterhans seconded. Approved

The vote was unanimous for Sue Ford as 2nd VP.

3rd VP—Dan Kocher nominated Dave Lawrence. Elizabeth Becker moved to close nominations. Marcia Luptak seconded. Approved.

The vote was unanimous for Dave Lawrence as 3rd VP.

Secretary—Luis Martinez nominated Cindy Hutman. Dan Kocher moved to close nominations. Rick Bonnom seconded. Approved.

The vote was unanimous for Cindy Hutman as secretary.

Treasurer—Luis Martinez nominated Linda Hefferin. Dan Kocher moved to close nominations. Sue Ford seconded. Approved.

The vote was unanimous for Linda Hefferin as treasurer.

Treasurer's Report: Linda Hefferin

Accepted

Linda Hefferin paid for the website renewal and dues for May.

President's Report: Sarah Dye

See attached.

Sarah Dye reported that the application for AFT-IFT training was in the Sentinel and at the back of our packets. If someone is interested, fill out the form, We will examine the applicants at the next meeting and decide how to distribute the money. She already has one application.

TLSD VP Search will be picked up in the fall according to Dr. Sam. Many colleges had cancelled searches at that level because of the economy. Will see something happen in the fall. Can talk with him next meeting about it.

With regard to the Massage Therapy program, the information has been out there since November because it went through the Curriculum Committee. There is a representative from the Biology department on the curriculum committee.

Elizabeth Becker said the issue wasn't the new program. The question is, the anatomy and physiology course in that program was taught in past as part of the program when it was non-credit but now it is becoming a credit class. Will faculty in the biology department with the proper be offered this course to teach?

Sue Ford said that the faculty positions in this program will be union positions, eventually.

Howard Russo said that union members should be offered the course first.

Elizabeth Becker said they have UAF's that would be interested in teaching it.

Sarah Dye suggested a meeting with the grievance chairs and faculty in the area.

Elizabeth Becker said that now that Massage Therapy is an academic program, their adjuncts should be allowed to teach the A&P course.

Sue Ford said it is the same argument as for COL101

Sarah Dye asked if we need to expand the discussion to include Manuel Salgado if COL101 is included. She said they are looking for a coordinator in counseling.

Manuel Salgado said they don't offer COL101 to union faculty first.

Howard Russo said that union members have to be given right of first refusal.

Sue Ford suggested starting with dean Miksa first and then work up the administration if this isn't resolved.

Cindy Hutman mentioned a similar situation when one of the deans wanted to institute training for Montessori teachers and offering PSY212 as part of the program. We made the case that if it is a college course then faculty in psychology should be offered the courses before non-union faculty are brought in.

Elizabeth Becker said that the biology department understands that the A&P course in the massage therapy program has a different emphasis but they have part-timers that would want to teach

Sue Ford asked if there is a coordinator.

Sarah Dye said there is a director.

Sue Ford said that needs to change. They program needs to be assigned to one of the coordinators in that division.

Those to be involved in this discussion are Elizabeth Becker, Luis Martinez, Sue Ford and Howard Russo.

The COL101 issue will be addressed separately with the help of Manuel Salgado.

Shawn Mikulay pointed out that the changes in the mileage reimbursement indicate that a driver is non-compliant if he/she has gotten 2 tickets in the last 3 years.

Sarah Dye said it also includes a DUI now.

Sue Ford said that one faculty member reported his insurance agent said if he signs the college's indemnity form, his insurance rates may go up.

Mary Peterhans asked if this is because he is transporting others?

Sue Ford said, no. The increased rates may occur even if only driving self.

Sarah Dye said we need to go back again and talk to the insurance company and a lawyer on this.

Howard Russo said he will do more research.

Sue Ford said that she went back through the reports for the past year for the Curriculum Committee, she didn't see anything in the report from committee regarding massage therapy.

Sarah Dye asked what power we have to demand reports.

Sue Ford said that we approve the appointments to the committee, we can demand a report.

Sarah Dye said that most are gracious about providing reports.

Howard Russo asked if it can be in the constitution and bylaws.

Linda Hefferin reminded us that we bargained release time for the chairs.
Dan Kernler warned that we don't want to step over the line and suggest we don't trust them to make the best decisions.
Sarah Dye suggested that the officers have a meeting with committee chairs and explain our expectations.

1st Vice President's Report: Dan Kernler
See attached.

2nd Vice President's Report: Sue Ford
No report.

3rd Vice President's Report: Dave Lawrence
Dan Kernler said they still need volunteers for the set-up, tear down, and delivery of sandwiches for the PB Jam.
Dave Lawrence said they have leads on other agencies to take sandwiches. They are making 1150 sandwiches.

Communication Liaison's Report: Bill Demaree
Sentinel went out yesterday

Committee Reports:

Academic Policy: Dawn Munson
See attached.

Academic Computing: Mary Peterhans
See attached.

Cindy Hutman asked if classrooms listed on the chart as "Smart" were all going to have the changes listed in the report over the summer.

Sarah Dye said yes and asked if they had given us too much information.

Cindy Hutman said, no, it was not too much and this is exactly the type of information we needed, for instance, last year when they chose to change the log-ins for the classroom computers over the summer without informing us.

Sarah Dye said that an issue came up in the last meeting when Ned Coonan assumed that it was the responsibility of the members of the committee to communicate with faculty.

Sarah Dye emphasized to him that the committee was advisory and communication was his staff's responsibility. He will be producing a newsletter to be distributed on Opening Day. He will continue to produce a newsletter about 4 times a year.—into an issue about who is supposed to communicate information.

Alliance for College Readiness: Alison Douglas
No report

Amendments Committee: Dan Kocher
See attached Dan Kocher said that the committee will highlight areas they are changing at the May 13th meeting. They will come with a draft, not the final draft.

Assessment Committee: Jessica Carpenter
No report.

Linda Hefferin said that Vince Pelletier came to the meeting and talked to them about changing the charge of the committee. He suggested that it only meet once a month instead of twice. NCA told Lisa Wiehle and Vince Pelletier that we had collected too much data. We had actually made assessment too complicated. Curricunet will no longer be under the Assessment Committee. An assessment department is being established and Lisa Wiehle and the staff will do the detailed work of assessment.

Linda Hefferin said we need to fill the remaining vacancies on that committee. It seems like it will be less work next year, less tedious.

BOT Finance Committee: Linda Hefferin
No report

Branding Committee: Tim Kaar
No report.

COPE: Ron Kowalczyk
No report.

Curriculum Committee: Maureen Lange

No report

Elections: Bill Demaree

See Consent Agenda.

Marcia Luptak moved to shred ballots from the recent election. Elizabeth Becker seconded.
Approved.

Faculty Development: Beth Santell

No report.

FAV's: Dan Kernler

See attached. Dan Kernler agreed to continue to leading this effort.

Grievance: Howard Russo and Sue Ford

See attached.

Insurance: Sarah Dye and Howard Russo

No report

IT: Tim Kaar, Dan Kocher and Sarah Dye

No report Still waiting to hear about status of committee

Learning Communities (Steering): Alison Douglas

See attached.

MAGIC: Joyce Fountain

No report

MFA: Dan Kernler

See attached.

Membership: Tim Anderson

See attached

Negotiations: Dan Kernler

See attached. Sarah Dye clarified that the negotiating committee elected for the last contract negotiations is still the committee until we elect a new one. However, now Luis Martinez assumes the responsibility of chairing that committee. Dan Kernler can still serve as a member of the negotiations committee, however, because he was actually elected to the committee.

SEM: Eartha Collier and Clark Hallpike

No report

Strategic Planning Committee: Phil Garber, Elizabeth McNulty and Candy Moore

No report

Student E-mail Rollout: Time Kaar and Dan Kocher

No report

Survey Analysis Committee: Dan Kernler

Dan Kernler reported that the committee had some very good discussions. Picked out three areas of concern: communication, the future of ECCFA, ECCFA's academic involvement. Came up with some ways ECCFA and members can improve in those areas. One idea that he suggested last year was Senate representative training, Senate training is important because senators probably should take time to think about what it means to be a senator and to think about communicating with their constituents. Even committee members should be communicating effective with their constituents. Another possible idea is website organization, updating the FAQ's We need to work on strengthening relationships. Some members had questions about who their Senators are or said they are not comfortable with their senators. More than once it came up that we need to work on becoming a more cohesive group. Communication with IFT was another issue. Some members don't get anything from IFT. We need to make sure IFT has the proper address list.

Dan Kocher said he had to call and give them his address and then it took three weeks before he began receiving information.

Sarah Dye said that twice she has given them the list, face-to-face. She doesn't know what their problem is.

Dan Kernler said that another idea was changing the new member orientation, maybe a follow-up orientation. Possibly revising the Friday morning after opening day session, too. In-person visit with every new member from a Senator was also suggested.

Sue Ford said another suggestion was using another day for new member orientation. They

are overwhelmed that week before classes start.

Linda Hefferin says it needs to be that day, before classes begin.

Dan Kenler agreed, they need to know about dues, etc. before taken out of pay check.

Sarah Dye said that history could be part of a booklet and not covered in the Friday morning meeting.

Sue Ford said that the Friday morning meeting should focus on the information that is important right now.

Dan Kernler said the other issue was complaints that lots of people are not involved on committees. People aren't involved but want to complain.

Luis Martinez said we all need to follow up with the results of the survey. If we drop it, it makes people even more disenfranchised. It is perception, not reality but need to change perception.

Dan Kernler said that in terms of academic involvement there was a huge discrepancy. The ratings indicated the membership felt it was very important but we are not adequately involved. We need to clarify why this discrepancy exists. What is this reflecting? Need to clarify why they felt we weren't involved.

Howard Russo asked how many responded.

Dan Kernler said 120 out of 400, good response rate.

Dan Kernler said that we need to look to the future of ECCFA and getting others involved—ULI training. Emphasize that people don't need to be Senators to participate. Get people more involved, ECCFA and Senate, need personal contact with people.

Sarah Dye asked if she could get copied on communication with constituents. Shawn has constituents in upper SRC but is up there now and then. Electronic works, too.

Nicole Sscherger said she doesn't know what she can share and what she can't with constituents.

Sarah Dye said she can share anything that goes on in Senate, any decisions made, etc.

Dan Kernler said we need to make personal connections, make us seem more approachable. Perception is reality.

Luis Martinez said these recommendations need to be addressed. We need to explore them further. He suggested a committee to follow-up with particulars of these recommendations. Everything revolves around communication. Apparently there is a disconnect between what we do and what faculty knows. What follow-up do we want to do?

Sarah Dye said she would include an agenda item called "survey recommendations" to report on what we have done to address these issues. Keep reporting back that we are attending to this business.

Dave Lawrence asked about maintaining a blog.

Sarah Dye said that is our call.

Dan Kernler said that reports at each Senate meeting is not practical, a paragraph each time for each Senator.

Sue Ford suggested sharing what is working

Sarah Dye suggested bringing the big paper boards to Senate and we can each write things down that we are doing.

Marcia Luptak said only report the really effective, useful ideas.

Sarah Dye said just some place to write down what has been done.

Sue Ford said we need to think about the design for the next survey. We are not going to achieve everything by Christmas. Most important is strengthening relationships. Face-to-face is our best bet.

Sarah Dye suggested that on Opening Day at the ECCFA meeting, we should not sit with our friends but with other folks so we get a chance to talk with others.

Sue Ford and Marcia Luptak said they have to sit with their constituents. This is their opportunity to connect with constituents they don't see often.

Dan Kernler said we may need a whole planning document with measurable goals, etc.

Manuel Salgado said we need something sustainable, a strategy that we are trying with some follow-up. He suggested a committee that keeps an eye on, is following progress.

Dan Kernler said it can't just be a presentation today and then it is done.

Sue Ford said some of the measure of improvement will be the results of another survey in a year.

Sarah Dye said that each one of us is responsible for doing something.

Sue Ford suggested a presentation on Opening Day called “what can you do as a member of the ECCFA.”

Marcia Luptak said we need to strengthen relationships between adjuncts and full-time. Sue Ford said that all relationships are important, start on a friendly level and it grows from there.

Dan Kernler summed up with the three major issues. In the future, we need to ask what are the modes of communication that are most effective. How often do you hear from your Senator? Maybe an open-ended question about personal involvement but leave off the alternative “just too busy.”

VP for TLSD Search: Roger Ramey

No report

Old Business

Sue Ford and Cindy Hutman reported back on Learning Community student feedback survey. That will go forward. Faculty will see the surveys first and have the right to leave off any comments they feels apply to them individually before sending the feedback on.

New Business

Sarah Dye said we need committee to approach the issue of professional expense taxation. There was a change in the tax law. We need a committee to explore this and report back to us.

Howard Russo asked if we need a lawyer of our own to consult on this.

Sue Ford asked why we didn't simply e-mail Sharon Konny with our questions.

Sarah Dye said she is asking for a small committee to look into it.

Howard Russo said if we think it is a grievance issue he would be happy to look into it.

Sarah Dye suggested a small committee with Howard Russo, Shawn Mikulay and Lori Clark.

Cindy Hutman said that Tony Spahr has explained this.

Linda Hefferin said there are only certain benefits that are taxable.

Gary Norden said material items, maybe.

Linda Hefferin said we just need a clarification about what is taxable and what isn't.

Sue Ford said that grievance will contact the people in administration.

Lori Clark said she may not have gotten the e-mail about why it was on her paycheck instead of as a separate check.

Sarah Dye said maybe grievance can just look into it and get some information that can be given to people when they inquire.

EOS—Rick Bonnom was going to ask at the Forest Preserve to see if we can rent a space there.

Sarah Dye confirmed that Sue Ford didn't want to do it this year.

Sue Ford said only if it was simpler than last year. Could be a fund-raiser.

Manuel Salgado asked why not at the forest preserve.

Rick Bonnom said because no alcohol.

Sue Ford suggesting planning something in the fall for Labor day. Need a good EOS party for this semester, however.

Sarah Dye asked if we wanted a bar thing for EOS party.

Mary Peterhans asked about Blue Raz again.

Sarah Dye said she is calling for a committee to put it together.

Luis Martinez, Sue Ford, Howard Russo and Marcia Luptak.

Sarah Dye asked us to please find item B towards the end of the packet. These are the proposed meeting dates for next year.

Linda Hefferin asked when Opening Day is in the fall.

Sarah Dye, Aug 20.

Sue Ford asked about the flow chart for Academic Policy Committee.

Sarah Dye said she assumed it had been shared with the committee.

Howard Russo said this is a big change in procedure from when the committee started.

Sarah Dye said that the APC committee and their leadership needs to work on this.

Dan Kocher said it is part of our constitution that we be involved in recommending policy.

Howard Russo said we had been told that this committee will be setting policy.
Sarah Dye said we had talked about at one time pulling faculty from this committee.
Howard Russo suggested testing it to see if it is really being done this way.
Sarah Dye said she did the best she could to get the procedure done this way. We can either talk to Dr. Sam next meeting about this or send a counter-proposal.
Howard Russo said we aren't hearing about these policies in depth. Dawn Munson should be bringing it to us for approval.
Cindy Hutman said she will meet with Rose to see if this chart is being followed.

Division Issues

Please send them to her ahead of time so people can consider it ahead of time.

Sue Ford moved to adjourn. Shawn Mikulay seconded. Adjourned at 5:07 p.m.

Respectfully submitted by Lucinda Hutman, ECCFA secretary