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ELGIN COMMUNITY COLLEGE FACULTY ASSOCIATION Senate Meeting on Nov. 18, 2009

Sarah Dye, President, presiding

Beverly Augustine	Dave Lawrence
Elizabeth Becker	Marcia Luptak
Rick Bonnom	Luis Martinez
Sarah Dye	Shawn Mikulay
Sumitra Duggirala	Gary Norden
Sue Ford	Mary Peterhans
Cindy Hutman	Howard Russo
Tim Kaar	Manuel Salgado
Crystal Kerwin	Nicole Scherger
Dan Kocher	Scott Vaszily

Absent: Linda Hefferin, Bill Demaree, Clark Hallpike

Meeting called to order by Sarah Dye at: 3:05 p.m.

Guests: Vicky Walker from Math, UAF1

Alan Rosta, Foundation Office

He was asked to step in for Sheri Lacy. Two campaigns he talked about: the United Way campaign, and our own employee campaign. Some staff believe they should only choose one or the other. However, he would encourage us to get involved in both campaigns. With regard to the United Way the first question he is asked is are we a United Way organization? We are not. Why are we supporting the United Way if it doesn't support the college? This is a great way for the college to say "thank you" to the community for everything the community does for us (e.g., the referendum). Also, there are people here, in our classes who are United Way recipients. The United Way touches the lives of a lot of people. We can all give just a little bit that we won't even miss.

With regard to the Employee Campaign, things are going phenomenally well. Last year they collected \$38,000. Currently they have \$41,000 this year. However, the number of employees that have contributed is down. They had one very large gift that came in. One contributor put up \$10,000 of his own money. If they take that out, they are actually behind last year's donations and they are down in terms of the number of employees contributing. They have given out more scholarships and money this past year than they ever have before. Please consider giving. We can give gift unanimously, as well.

Sarah Dye asked about the deadlines for donations.

Alan Rosta said the United Way deadline is by the end of this week. The Employee campaign deadline is December 15 so they have time to structure payroll deduction for the entire year 2010

Sarah Dye asked if we send our contribution to him
Alan Rosta said yes, to the foundation office or directly to him.
Sheri Lacy arrived and said she works closely with Alan Rosta, they are on the same team.

Secretary's Report: Cindy Hutman

Sue Ford moved to approve the minutes from Nov. 4, 2009 with corrections. Luis Martinez seconded.
Approved. 2 abstentions.

Treasurer's Report: Linda Hefferin

Budget report is on page 12. Sarah Dye reported that Linda is still working on getting numbers straightened out. She is working with the IFT. We haven't paid the November dues yet.
Accepted.

President's Report: Sarah Dye

Page 3 and 4. Sarah Dye pointed out the construction updates from Sharon Konny and the article from AFT from Arnie Duncan. Strike at UIUC is over as of today. She also passed out a draft of the 2010 payroll calendar. As happens every few years, there is the potential for 27 pay checks in 2010. Both unions agreed to keep it at 26 pay checks so pay is not smaller each time. The difficult time then is Friday Aug. 2 to Aug. 22--a three week period. They chose this time because there are fewer employees at that time than at any other time of the year. Problem is with hourly SECCAA employees.

1st Vice President's Report: Luis Martinez

.See attached. Sue Ford and Luis Martinez went to a meet with the deans and Rose Digerlando. They asked about the possibility of having campus open during spring break for faculty to move from upper SRC to wherever they will be housed over the summer. They were told that could be worked out. There has to be some communication with the chief of police so people can start moving their stuff. They also talked about the parking situation. Approximately 600 spaces will be lost by spring break. The staff lot will be closed. The solution now is to reconfigure some of the SRC parking lots. Different arrangement of lots will end up with a gain of 800 spots—200 more than we currently have. They say they aren't making the parking spots smaller, they are just rearranging. We need to find out more specifics about this.

ECC is exploring a dual credit program with some high schools in the district. There is a lot to talk about before we can commit to anything.

Elizabeth Becker asked if this is different from the current tech prep program.

Luis Martinez said the proposal was to teach these courses at the high school and possibly they could be taught by high school teachers.

Sue Ford said they haven't even talked to the high schools. However, she feels certain the high schools will want this. The difference between this and tech prep is in transferable credit. Other colleges don't have to take tech prep credit but they would have to take these credits. Pitfalls they discussed were in staffing classes. High school teachers would have to be qualified to teach at ECC before they could teach these courses.

Sarah Dye said she had talked to 3 VP's separately. They didn't want to hear about the problems under experienced with other attempts at this under Judy Jobe.

Sue Ford said there are also problems with pay. How would high school teachers be reimbursed? If an adjunct goes to the high school will he/she get ECC pay or high school pay? This is especially an issue if the adjunct is also a teacher at the high school.

Cindy Hutman said we already do this with the ACE program. It used to be Middle College and it used to be taught by ECC faculty at the high schools. We ran into so many problems—with classes getting canceled for pep rallies, low maturity level in the classroom, being given students simply because they had nothing else to do that period, etc. that we pushed for and got the program moved onto campus.

Luis Martinez said the issue seems to be transferability of the credit.

Cindy Hutman said that the ACE program courses are regular college courses and they transfer.

Sue Ford said that the administration seems to believe that many high school teachers are teaching at ECC as adjuncts. In reality there are only a few like this.

Luis Martinez says that one issue they raised was payment for instructors. For instance, what if an ECC instructor is also a teacher at a high school.

Sue Ford said that if a high school teacher is allowed to teach these courses, it would be giving union work to a non-union member.

Elizabeth Becker asked if a high school teacher teaches enough, do they become part of our union? Sarah Dye said they believed they would get around this by teaching the course one semester at the high school and the next at ECC so the instructor won't qualify for union status.

Sue Ford said there is nothing about only teaching on campus to qualify for being in the union.

Shawn Mikulay said that would mean giving preference to non-union staff.

Tim Kaar said his experience with tech prep was similar to what Cindy Hutman mentioned. If there is more than a certain percent of high school students in a class, the maturity issues cause problems with instruction.

Elizabeth Becker said that we currently have an agreement with high schools about how many or their students are in a classroom. If goes too high, it isn't a college class. They don't like the expectations we set for them when they come here. This will become worse if we try to maintain standards at the high school.

Cindy Hutman said that we don't control which students are put in the classes, especially if they are being taught at the high school. Even with a written agreement that only honors students will be enrolled, the high schools still put non-honors students into the classes simply because they had no other placement for them during that period..

Sue Ford asked if they have to take minimum competencies and placements to get into the ACE program? We need to ask that.

Nicole Scherger asked if this was being proposed to meet the needs of students in the high school.

What is the point? She already has students in her class because they don't have high enough math at the high school. If the reasoning is that some students need coursework beyond what the high school offers, we are already doing that on a case-by-case basis. We already serve that need.

Shawn Mikulay said that with his experience in the ACE program, this is not necessarily in the students' best interest. Their grade from ECC gets applied to their GPA in high school. If they aren't ready for college level work or don't apply themselves, that affects their high school GPA.

Luis Martinez said that another issue was FERPA. If teaching an ECC instructor is teaching at the high school, what are the requirements based on FERPA?

Cindy Hutman said if it is taught at the high school, we can't control total instructional minutes. The high school start dates and end dates and days off are different. In addition, classes get canceled for pep rallies and other programs.

2nd Vice President's Report: Sue Ford

See attached. Marcia Luptak asked about lane movement for UA1. She said there are no forms for alternate lane for UA1's.

Elizabeth Becker said there is nothing in the FD handbook, no form.

Sue Ford asked if they can do regular courses.

Elizabeth Becker said they can but that doesn't go through FD, goes through the deans.

Sue Ford said the concern, then is just about alternate lane.

Marcia Luptak said the issue is there is no form for it. The form is not in the handbook.

Dave Lawrence said they got a form for the math development day.

Elizabeth Becker said that was an activity that was pre-approved for credit but just for that meeting only.

That type of activity doesn't go through FD because it was pre-arranged.

Sue Ford said that alternate lane activities must go through FD to be approved and there is no mechanism for going through FD for UA1's.

Sarah Dye said they had re-opened negotiations for tenure and evaluation handbook. Do we need to re-open negotiations for this issue as well?

Marcia Luptak said re-opening now would be best because there are UA1's who are losing out on potential lane movement.

Elizabeth Becker suggested talking to Dr. Vince Pelletier about it.

Sarah Dye said she would see if administration was willing to open negotiations on this in the spring.

Elizabeth Becker said that is about when it is due. Most of adjunct materials that come through FD are on a school-year basis. So if this mechanism was ready for fall, that would be good. Elizabeth Becker, Beth Santell, Lynn Mayer, Vince Pelletier and Sharon Konny worked on this last time.

Sue Ford said all we need to do is ask that any of the forms be amended to say "UAF2 or UAF1"—negotiations will be needed to amend but we don't have to open it up entirely and go through the handbook line-by-line. If we approach Tony Spahr first, this may be quick and simple.

Sarah Dye said she will ask.

Sue Ford said we will only have the SRC adjunct office until fall 2011.

3rd Vice President's Report: Dave Lawrence

See attached.

Committee Reports:

Academic Policy: Dawn Munson

No report.

Academic Computing: Mary Peterhans, Dan Kocher

See attached. Dan Kocher said they are posting the committee's self-assessment and believe this will bring some changes to the process. One important change is that there is no censoring of input from faculty. They won't say, "That shouldn't be brought up here." In the future, for all topics, the committee will either deal with it or pass it along.

Mary Peterhans said she wanted to thank Senate for getting Dan Kocher on the committee. He has really helped.

Achieving the Dream: Sarah Dye and Linda Hefferin

See attached. Sarah Dye said there are two sessions planned for general attendance for anyone who didn't have a role in the earlier meetings. We are focusing on Opening Day on student success and in particular AtD. She asked if UAF Senators would help her make a true invitation to UAF faculty to attend Opening Day. There is no contractual requirement for UAF faculty to come to Opening Day, however, she wants to reach out and encourage UAF's to come.

Sarah Dye encouraged all of us to be on the champions list. She will add anyone's name to the list. We really don't have to do anything. It is just a show of support for the initiative to work toward student success.

Alliance for College Readiness: Alison Douglas

No report.

Amendments Committee: Dan Kocher

Task completed.

Assessment Committee: Shawn Mikulay

See attached—back page. Michele Noel is going to do a brown bag about writing across the curriculum. She will revise her writing guide and she is seeking samples of writing assignments for her guide.

BOT Finance Committee: Linda Hefferin

No report.

Branding Committee: Tim Kaar

Doing the exchange thing.

Communication Liaison: Gary Christenson

No report. Dan Kernler asked that there not be a press release about the last activity that volunteers did. However, he will prepare something about food drive.

COPE: Ron Kowalczyk

See attached. We can sign up any time during the year to donate to COPE.

Curriculum Committee: Maureen Lange

See attached.

Elections: Bill Demaree

No report.

Faculty Development: Beth Santell

See attached.

FAV's: Dan Kernler

See attached. Need volunteers to help with the food drive. It was very successful last year.

GIST: David Burke

No report.

Grievance: Howard Russo and Sue Ford

No report.

Humanities Center: David Burke

No report. He has a meeting tomorrow with the steering committee

Insurance: Sarah Dye and Howard Russo

Sarah Dye reported that they brought in a company to talk about long term care insurance. If they started this, it wouldn't be until spring semester and wouldn't be effective until May 1 or June 1.

IT: Tim Kaar, Dan Kocher and Sarah Dye

On hold.

Learning Communities (Steering): Alison Douglas

No report.

MAGIC: Joyce Fountain

No report.

Membership: Tim Anderson

Nothing new.

Negotiations: Luis Martinez

Luis Martinez reported that they talked to librarians last week to hear what they are looking for in future contract negotiations.

Sentinel: Bill Demaree

Sentinel came out this week

Scholarship: Steve Trail

Sarah Dye reported that Steve Trail will come to the next meeting. Clark Hallpike is working with them on the scholarship. Clark has given a substantial donation and wants to know if we want to add to it.

Sick Bank: Ellie Swanson

.No report.

Strategic Planning Committee: Phil Garber and Elizabeth McNulty

No report.

Student E-mail Rollout: Time Kaar and Dan Kocher

Done with their work.

ULI

Sarah Dye asked attendees to report on their experience. She got three reports. She asked them because she wants to increase attendance at these workshops. Taking the courses helped her to become more interested in what our association is doing. Since ECCFA had funded her to go, she felt obligated to support the union. Armando went on his own, he didn't ask for funding.

Sue Ford reported that the grievance sessions were taught by our IFT rep.

Luis Martinez said that was a good class and our rep is a very good instructor.

VP for TLSD Search: Roger Ramey

Roger Ramey said the job has been posted and is on the ECC website. They have also prepared a brochure to be send out. Timeline projects a start date of July 1, 2010. Dr. Sam has notified people on the committee.

Sue Ford asked if July 1 is the start date for new VP or the start date for the search.

Roger Ramey said the committee will start its work the first week of December and hopefully the VP will start work on July 1. It is a much smaller committee than before, only 12 on the committee.

Manuel Salgado asked for the deadline for applications.

Roger Ramey said Jan. 18.

Elizabeth Becker said that is MLK day, college is closed.

Roger Ramey said that there is online submission.

Sarah Dye said that the initial step can be an application or a nomination so if we want to nominate someone from another college, we can.

Sue Ford asked if we want to nominate Vince Pelletier.

Roger Ramey said we can't nominate Vince Pelletier because of retirement.

Sue Ford said she hopes that the committee will be sticky about union experience.

Roger Ramey said it is not a requirement but they can be picky about this.

Sarah Dye reminded us that we had asked for union experience as a requirement for application. However, that then automatically wipes out any applicants from "right to work" states. Some of those candidates could be very good administrators but might not have union experience.

Sarah Dye said we should send our ideas through Roger Ramey. Marcia Luptak and Alice

Biggers are also on the committee, however our concerns need to go through Roger. He is the faculty voice on the committee. We are counting on these folks to represent our needs/concerns.

Sue Ford asked if faculty officers will be able to talk privately with candidates.

Sarah Dye said there is a luncheon planned with each candidate.

Roger Ramey said we will be able to interview the top five when they come on campus.

Webmaster: Tim Kaar

No report.

Other Committees

Special Orders

Consent Agenda: *Committee Approvals Requested:*

1. **Civility Initiative Committee:** Abraham Martinez-Cruz

Abraham Martinez-Cruz volunteered so we need to approve his service.

Elizabeth Becker moved to approve Abraham Martinez-Cruz for the Civility Initiative Committee. Marcia Luptak second. Approved.

Old Business

Sarah Dye reminded us that Brooke Transue came to the last meeting to discuss administrative evaluation done in the past. She shared the historical documentation of that process. Sarah then shared the information with Dr. Sam. He said he would consider doing this if faculty wanted to. She contacted Marcie Thompson to see if other surveys (Noll-Levitz or CCSSE) have an administrator version, but they don't. However, they are going to do an employee satisfaction survey and we should suggest questions that we want added into that survey to get at what we want. She needs to know what we want to do.

Sue Ford said that everyone would want the opportunity to evaluate administrators.

Shawn Mikulay said that evaluations have a low value unless evaluators are trained on how to evaluate.

Sue Ford said that we have used that argument regarding evaluations of us, too.

Sarah Dye said there are two issues. One is the concern that we not do anything until after negotiations. The other one is that we make it a bargaining chip that we want to use in negotiations.

Sue Ford said we can't use this as a bargaining chip.

Sarah Dye said we could put the right to evaluate administrators into the contract.

Sue Ford said they wouldn't be required to bargain this issue.

Sarah Dye said whatever we tell her to do, she will do.

Luis Martinez said we can't always rely on our relationship with the administration to be as comfortable as it is now. Considering next year is the year to begin negotiations, maybe it would be wise to think about it for the future.

Marcia Luptak said if we have brought it up with Dr. Sam, we should let him mull it over a little bit. She is comfortable waiting until after negotiations. Let Dr. Sam do some research.

Dan Kocher said the nature of the project was tried. It is a multi-year effort. We wouldn't even have pilot done before negotiations. He believes the 360 instruments have value. These are helpful especially in institutions like this one where lines are beginning to blur. He thinks we should support the effort to get it into the institution. School would benefit from the input from one of these instruments.

Sarah Dye asked if he was suggesting the college should explore more.

Dan Kocher said we should support something like this. At one time we were a leader in this area. That has lapsed. Reviving this effort would help the institution.

Shawn Mikulay said that any effort is doomed to fail if those evaluating don't believe they will be listened to. When the time comes, we should ask Dr. Sam to look at multi-trait, multi-rater method.

Dan Kocher moved to continue to table this issue. Shawn Mikulay seconded. Approved. 1 nay.

Luis Martinez said the EOS party will be at Carmina's and will be pretty much the same as before with a buffet and drinks on our own. What he needs is the date that we are going to have it. Last week of the semester is December 14-18. We have Senate on Wednesday of that week.

Sue Ford asked when the employee breakfast is planned.

Dave Lawrence said Thursday of exam week.

Sue Ford said that the VP's office has scheduled their party for Dec. 11. We have done it on the same day before, however, they wouldn't be able to come. Another possibility is having it on Friday, grading day, we could do a luncheon thing.

Marcia Luptak said she felt it is more important that faculty can come rather than administration.

Sue Ford said that some administrators came to Prairie Rock even though it was the same day.

Sarah Dye asked if Carmina's has two rooms.

Luis Martinez said, yes there are two party rooms at Carmina's

Sarah Dye said maybe we could ask the VP if administration wants to do it at the same time at Carmina's. Luis Martinez will talk to Lonnie Keeler.

Consensus, Dec. 11 at Carmina's regardless of what administration does.

New Business

Lori Clark said that her constituents are concerned about the holiday breakfast. They want to have it on Friday since faculty can't attend on Thursday if we have morning classes.

Elizabeth Becker said it used to be held on grading day. Jim Resser has taken his faculty's concern up the chain of command. However, the response he got was that they already have plans for this year.

Sue Ford applauded Jim Resser's efforts on our behalf. She also pointed out that although we have complained other years, they don't change the date for the breakfast and then the excuse we get is that it is already planned. They don't change for the future, though. She doesn't believe it is done intentionally to exclude faculty, but it is thoughtless.

Elizabeth Becker said that grading day is in schedule a year or two in advance, they could consult the calendar and plan ahead.

Sarah Dye said she will go to Dr. Sam with this concern.

Cindy Hutman mentioned the problems students are having with the student e-mail. She reported that students were frequently finding that their e-mails don't go through. This has become such a problem that students have gone back to exchanging home e-mail addresses rather than rely on the student e-mail system. She helped one student send an email to her through the student e-mail system. It never went through.

Dan Kocher said that he had just talked to Christian Zehelein and they were aware that about 16 or more people were not being recognized by gmail. Christian also knows that mass mailing from a mailing list is a problem. The Academic Computing Committee doesn't meet until February. However, the committee agreed to submit topics outside of the meeting process to increase communication between meetings.

Lori Clark said that she and Luis Martinez have met about the GLBT literature class flier debacle. They are asking that Senate write a proclamation to the college about diversity being more wide-ranging. She said that an employee of the college told a gay person that he was going to hell for being gay and that employee still works here.

Nicole Scherger said she was shocked that our diversity statement doesn't include other groups. Appalling that it doesn't include other groups.

Lori Clark said that we need to reach students and tell them that this behavior and comments like this are unacceptable. He said that it needs to be included at student orientation.

Luis Martinez said there is no room at the institution for that type of behavior. If we are serious, as leaders, we should let the community know where we stand on this issue. We should not let anybody go without support when we see this type of behavior. What is happening with the fliers he believes is an organized activity, they are not just taking them down randomly, someone or a group of people dedicating time to do this.

Elizabeth Becker asked about using security tapes to find out who is doing this.

Lori Clark said there are no cameras on upper SRC. At 6:30 p.m. the fliers were up, at 7 a.m. they were gone. The police know when it is happening. There are more security officers on upper SRC now.

Sue Ford suggested hanging some fliers on the ECCFA board or other boards where there is a camera. She asked how the college would react if this was a flier for OLAS, etc.

Sarah Dye said this constitutes harassment. The harassment course available to employees is very good. She asked what Dr. Sam said.

Lori Clark said that Dr. Sam said we will keep working on it. They didn't get much out of him for it. She thinks that maybe someone is targeting her directly. Another flier on a speech about gay rights was left up but hers was down. It may also be that they see the rainbow on her flier but aren't actually READING the other fliers.

Nicole Scherger said they are probably just taking it and go, probably not reading it.

Manuel Salgado said this is a demonstration of hate. The community either lets it happen or does something about it. It is our responsibility to take action.

Sarah Dye asked if we wanted to do a resolution or a petition.

Sue Ford asked if we did a petition, who would that be presented to?

Shawn Mikulay said the administration shouldn't have problems with adding to the diversity statement. We just need to say we want them to add sexual orientation, age, etc.

Elizabeth Becker said it needs to be on all the correspondence.

Rick Bonnom asked when the next edition of the student newspaper is due to come out.

Lori Clark said there will be an article in the Dec. 7 ECCO.

Sarah Dye asked for a small committee of 2-3 people to develop a statement requesting that the diversity statement be more inclusive.

Lori Clark said that Dr. Cowles said she was going to be working on it.

Elizabeth Becker, Luis Martinez and Lori Clark will be on the committee. We may need to be doing this by e-mail since the ECCO deadline is Nov. 23.

Manuel Salgado said we need to do more to publicize this issue.

Sarah Dye said we could put more fliers on doors. She suggested we do some brainstorming about ideas we could use to add to this campaign.

Nicole Scherger suggested e-mails to all faculty because not everyone reads the Sentinel. Perhaps faculty aren't even aware of the problem.

Sarah Dye whatever the committee and Manuel Salgado come up with we will put it out in an all-faculty e-mail.

Sue Ford said we should send an e-mail to constituents about the flier for Lori. That is subtle but it says we won't tolerate intolerance.

Marcia Luptak said that honestly we need a stronger statement, maybe buttons that say faculty won't stand for this type of behavior.

Rick Bonnom said they are easy to make if we come up with a design,

Sarah Dye asked if Howard needs help to make them,

Crystal Kerwin said that St. Charles High School held a National Ally week. All these issues were dealt with that week. Everyday was dedicated to one of these issues. Kids were very accepting. They saw nothing wrong with this.

Lori Clark said that most students are accepting. We should do something here, too. A program called "Safe Zones" with signs on faculty offices shows your support all the time. If a student feels they are being harassed, they can go to "Safe Zone."

Sue Ford said that we should broaden the view of a Safe Zone.

Rick Bonnom asked if we need to appropriate money for this.

Sarah Dye said we need people to volunteer to help Howard and we need to set aside money. Someone needs to talk to Howard.

Sue Ford said she will talk to Howard. Maybe they can start with a rainbow off the GLBT literature class flier.

Luis Martinez said we need to talk to Howard and have him get in touch with Lori Clark and develop ideas.

Sue Ford said we need to see if there is a symbol for global diversity.

Sarah Dye suggested we recreate the rainbow in the columns of the ECCFA logo. She asked how much do we need to appropriate.

Lori Clark ask if there is more we can do beyond the buttons.

Sarah Dye asked Manuel Salgado if he can organize the discussion to bring back ideas about things we can do.

Cindy Hutman suggested we ask Howard how much it will cost to do the buttons and we do an e-mail vote.

Division Issues

Crystal Kerwin commended the mock trial team.

Sue Ford said that this is not a team, it is a club. Ron Kowalczyk gets no compensation.

Sarah Dye said that Jeff Boyd has supported making this into a team and Dr. Sam is really considering it.

Sue Ford said that it needs to be raised to the team level so it is not dependent on Student Life budget.

Marcia Luptak moved to adjourn. Luis Martinez seconded. Adjourned at 4:45 p.m.

Respectfully submitted by Lucinda Hutman, ECCFA secretary