



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



ELGIN COMMUNITY COLLEGE FACULTY ASSOCIATION Senate Meeting on Dec. 2, 2009

Sarah Dye, President, presiding

Beverly Augustine	Tim Kaar
Elizabeth Becker	Crystal Kerwin
Rick Bonnom	Dan Kocher
Lori Clark	Dave Lawrence
Bill Demaree	Marcia Luptak
Sarah Dye	Luis Martinez
Sumitra Duggirala	Shawn Mikulay
Sue Ford	Gary Norden
Clark Hallpike	Howard Russo
Linda Hefferin	Nicole Scherger
Cindy Hutman	Scott Vaszily

Absent: Mary Peterhans, Manuel Salgado

Meeting called to order by Sarah Dye at: 3:04 p.m.

Luis Martinez moved to change the order of business and recognize guests first. Rick Bonnom seconded. Approved.

Guests: Steve Trail, ECCFA Scholarship Committee with Clark Hallpike

Steve Trail said he met with Clark a few times and the future of the ECCFA scholarships. Currently we give out 2, \$250 scholarships—one to a vocational student, one to a transfer student. Clark Hallpike suggested that we set up an endowment to fund our scholarships. If we get \$10,000 up front to invest, it could endow our two scholarships. Easy enough to set it up so faculty can donate through payroll deduction. This is a great way to show students we care and want to help them succeed.

Clark Hallpike said that there are 26 pay periods. If each faculty member deducts \$2 per pay period, we are looking at \$20,000 per year. Many already give to the foundation, just need to route to our fund. We could give it a name. Over time, we could have quite a bit of money in this fund. We are free to set up stipulations for who gets the money and how. It is good for public relations.

Sue Ford asked if we need \$25,000 to start.

Clark Hallpike said \$10,000 is enough.

Sarah Dye said that many faculty have already turned in our paperwork to the foundation. Can we change to send the money to our fund, now?

Clark Hallpike said he will check. If we have already specified a fund changing may be difficult.

Dan Kocher said we can cancel contribution before fulfilled. We could cancel and then restart it with new direction for money.

Linda Hefferin suggested a better thing to suggest is that everyone give a little more. We don't have to collect the entire \$10,000 this year.

Sarah Dye said the two scholarships are already funded for this year.

Linda Hefferin said it doesn't sound right to pull money out of other funds.

Sarah Dye said she just needed to know, some may ask.

Dan Kocher asked if there is any problem with us giving to graduates rather than to students currently enrolled at ECC.

Clark Hallpike said that we set the criteria, we can change the criteria.

Steve Trail said that currently we give to graduates but we could change to helping people who are currently at ECC.

Howard Russo asked if ECCFA can seed it from our budget.

Linda Hefferin asked where the money is going to come from.

Sue Ford asked if we would we have a hand in choosing the recipients.

Clark Hallpike said that the foundation only houses the money.

Howard Russo said they can send out the notices, etc. We could budget for a seed for the fund for next year.

Sue Ford said we could take our scholarship money each year and put it into the endowment.

Clark Hallpike said that even if not endowed right away, the foundation can house it and it just grows until endowed.

Sue Ford asked if it could be set up by opening day.

Clark Hallpike said he already has forms, here, for payroll deduction. We can discuss it with all faculty at Opening Day. If anyone else is choosing to give to the foundation, we would want them directing their donation to our fund.

Sarah Dye said that Senate can make decisions like that.

Howard Russo said it would be nice to get our criteria set up before we ask for money.

Sue Ford said we should give faculty the full explanation of the scholarship and criteria on Opening Day. We should have it already set up.

Clark Hallpike moved that ECCFA initiate an endowed fund and set up a committee that sets the criteria and makes recommendations to the Senate for approval regarding the granting of scholarships.

Sue Ford seconded. Approved.

Clark Hallpike passed the form around so we can see what it looks like. It has already been vetted by the scholarship committee.

Secretary's Report: Cindy Hutman

Luis Martinez requested that Cindy Hutman send the minutes out a week before the next meeting.

Scott Vaszily was absent at the Nov. 18th meeting.

Sarah Dye corrected the spelling of the name of one of our guests.

Luis Martinez moved to approve minutes from November 18 with corrections. Elizabeth Becker seconded. Approved. 3 abstentions.

Treasurer's Report: Linda Hefferin

Treasurers report is on page 11.

Linda Hefferin said the IFT count has been off so we haven't paid dues yet.

President's Report: Sarah Dye

Sarah Dye said that her report is primarily about the construction updates from Sharon Konny. She didn't get a chance to talk to Dr. Sam about changing the date of the holiday breakfast to grading day in the future.

1st Vice President's Report: Luis Martinez

.Report on Page 3

2nd Vice President's Report: Sue Ford

Report on pages 3 and 4. Sue Ford corrected her report from 490% to 40%. She was wondering if anyone has seen the job description for the new culinary position? She asked if we get to approve the description and contract.

Cindy Hutman asked what the contract said about what remaining in the union if the person also has administrative duties. She asked what percentage of duties could be administrative and the person could stay in the union.

Clark Hallpike asked if their job includes administration and teaching, where do they fit in with regard to seniority, etc.

Sarah Dye said the first question is if they can stay in the union or not.

Howard Russo said if they are not in the union, then they are at the bottom of the "pecking order." If

they are in the union then they maintain their seniority.

Clark Hallpike said he doesn't want to see the contract being circumvented.

Sarah Dye said that this occurs in the health careers area. There are directors in the health careers area that are not in the union but they have both administrative and teaching responsibilities.

Elizabeth Becker pointed out that Mikala Banks is not in the union. She was an adjunct in OATS for awhile when the physical therapy assistant program was lost. Now that she is back on campus, she teaches in physical therapy assisting and she is director. Wendy Miller is in the same situation. There is some precedent for this especially in the health career areas.

Sue Ford said that in the contract it says that if a union adjunct accepts an administrative position for 32 hours/week or more, they will be inactive. The truck driving director is in the union. She said that she was concerned because she thinks administration wants this person in culinary arts to teach certain courses that other adjuncts are qualified to teach.

Linda Hefferin asked about the dean's discretion in giving certain people certain courses based on what is best for the program.

Cindy Hutman asked if this is an issue in other areas, for instance, are there other union faculty qualified to teach the courses that Wendy Miller teaches?

Sue Ford said that she needed to talk to Jim Resser's assistant and find out how load is assigned in those health careers area.

Sarah Dye said that in some areas, accreditation requires directors and requires the directors to do a certain amount of teaching.

Elizabeth Becker said that for some that is absolutely true.

Dan Kocher said that when they first started IST, the director was supposed to teach for 40% of his contract and the director believed that he got his assignment BEFORE anyone else. There were no full timers in this area so he got classes before any part-timers. Since he was a full-time employee even though he didn't teach full-time, he believed he got his load before anyone else.

Howard Russo said that directors may need to teach but should not circumvent our seniority process.

Sarah Dye said that what she would like to do is refer it to grievance to do the necessary research. As always, file whatever needs to be filed.

Luis Martinez said there must be a loophole in the contract that allows them to circumvent seniority in these cases.

Howard Russo said there is no loophole,

Sue Ford said if they shrink the hours of administration time, that hurts other union members.

Sumitra Duggirala asked if these people are full-time faculty just because they have a full-time job.

Sarah Dye said she believes it is a matter of a dean and a VP interpreting contract language incorrectly.

Dan Kocher said he doesn't think we can assume there is a loophole. In fact, they just weren't doing something allowed by the contract.

Sue Ford said that on another note, Vince Pelletier said that the load chart she had been working on is okay for now.

Tim Kaar asked if there was a prerequisite for a course, does the prerequisite have to read "or consent of instructor" for instructors to override the prerequisite.

The consensus was that the prerequisite had to read this way, otherwise, faculty can't sign for students to enroll without the prerequisite.

Howard Russo asked about the paid consultant item in Sue Ford's report.

Sue Ford said this was a union adjunct who was doing this but the job was actually SECCA work. We can do consulting but if we are doing something covered in SECCA contract then SECCA needed to be involved..

3rd Vice President's Report: Dave Lawrence

No report.

Committee Reports:

Academic Policy: Dawn Munson

No report.

Academic Computing: Mary Peterhans, Dan Kocher

No report.

Achieving the Dream: Sarah Dye and Linda Hefferin

See attached. Sarah Dye asked that we encourage everyone to come to the last Campus Conversation on Friday morning. The previous one was well-attended and very successful.

Alliance for College Readiness: Alison Douglas

No report.

Amendments Committee: Dan Kocher

Task completed.

Assessment Committee: Shawn Mikulay

No report. Sarah Dye asked when the Writing Across the Curriculum discussion is. Tomorrow at 2 in ICT 201. Michele Noel wants to talk to faculty during Opening Day on a project she is working on

BOT Finance Committee: Linda Hefferin

No report.

Branding Committee: Tim Kaar

Done.

Communication Liaison: Gary Christenson

Press release for food drive went out. Wants us to let him know if we see it.

COPE: Ron Kowalczyk

No report. Sent copy of COPE form that we can fill out.

Curriculum Committee: Maureen Lange

See attached.

Elections: Bill Demaree

No report.

Faculty Development: Beth Santell

No report.

FAV's: Dan Kernler

Sarah Dye said that Dan Kernler sent out the announcements and flier for the food drive for us to put on our doors.

Howard Russo said he has put bins out.

Sarah Dye said that many of the food banks prefer cash because food has to be sorted. We will be collecting up until the party.

Dan Kocher asked if we can put this on the monitors around campus.

Luis Martinez said he will talk to the marketing department and they will put it up.

Dan Kocher said he will do it because he made the suggestion.

GIST: David Burke

See attached.

Grievance: Howard Russo and Sue Ford

See attached. Checks went out for reimbursement for faculty development tax withdrawals settlement.

Humanities Center: David Burke

See attached.

Insurance: Sarah Dye and Howard Russo

No report. Sarah Dye said she is not sure there would be sufficient numbers to take the adjunct insurance.

Sue Ford said the survey the college put out was not very good.

Rick Bonnom said the plan is not worth even thinking about.

Sarah Dye said if we have any thoughts about it, we should get them to Sarah Dye, Luis Martinez or Howard Russo.

IT: Tim Kaar, Dan Kocher and Sarah Dye

On hold.

Learning Communities (Steering): Alison Douglas

No report.

MAGIC: Joyce Fountain

No report. Clark Hallpike said there will be a report for next time.

Membership: Tim Anderson

Nothing new.

Negotiations: Luis Martinez

No report

Sentinel: Bill Demaree

One more Sentinel, Dec. 15,

Scholarship: Steve Trail

No report.

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. Dan Kocher suggested we remove from the agenda.

ULI

No report.

VP for TLSD Search: Roger Ramey

See attached.

Webmaster: Tim Kaar

No report.

Other Committees

Special Orders

Consent Agenda: *Committee Approvals Requested:*

Marcia Luptak said she would like someone else other than Alison Douglas to do this search. Alison Douglas has done so much already. She would like others to get involved with the programs at Fountain Square.

Sarah Dye said that Sally Guy was hired fulltime in the fall but the funding didn't come through. She will be full-time in the spring, however, so she will be in the tenure process. She can only serve as a content consultant, not a voting member. so can only serve as consent agenda.

Howard Russo asked how long we have to give them a name.

Dan Kocher moved that we defer this to an electronic vote and put another person on this committee.

Marcia Luptak seconded. Approved.

Sarah Dye will get this straightened out and send it along to us for electronic vote.

Old Business

Evaluation of administration still tabled.

End-of-Semester Party

Luis Martinez put together some numbers for the End-of-Semester party. The menu at Carmina's has changed and there is a different manager so he has to take Armando with him because he knows the new manager, etc. Two options, one is to have a buffet like in the past, finger foods. They don't have the trays that they used to have so we will need to buy combination plates. We are expecting up to 75 people. We are having the party together with Vince Pelletier's group and they are pitching in. Estimated that if you get 10 appetizers/person, we could spend \$477 on appetizers. Second option you get your plate and eat and that is it but with option one, the food is coming along little by little.

Howard Russo asked how much Vince is going to contribute.

Luis Martinez said half.

Howard Russo asked how much we have spent before.

Linda Hefferin said up to \$250 in the past. We are already over budget on this.

Luis Martinez asked how much there is in the budget for this.

Linda Hefferin said we haven't spent anything yet. The budget item is membership/meetings.

Sue Ford said we have \$700 in the social budget item.

Sarah Dye pointed out that we have not yet asked Dr. Sam for money. He gave us \$215 last time. She feels certain that he will pitch in, too.

Sarah Dye said that SECCA doesn't do their party with us, we just invite them. They spend their money on a trip to the amusement park. They won't contribute but we always invite them.

Howard Russo moved that we spend no more than \$350 on this party.

Luis Martinez said that we have to spend \$500 on the music. He has to know what we want and take

our order to Carmina's.
Howard Russo moved to spend no more than \$350 from our budget and to choose option one. Sue Ford second. Approved.
Sue Ford asked if we suddenly end up with 100 people, can we add more food as the evening goes on.
Luis Martinez said that it will be easier to add food if we choose option 1.
Elizabeth Becker called the question. Approved

Linda Hefferin asked who is going to talk to Dr. Sam.
Sarah Dye said she would.

Diversity Statement

Sarah Dye said she had compiled information beginning on page 12 with regard to the diversity statement we discussed last meeting. We put together an ad hoc committee to look at a harassment and diversity statement. Crystal Kerwin had mentioned what St. Charles North did and Sarah Dye has included information about that in our agenda packet. The ad hoc committee has been working on several ideas including the proclamation on page 12 of the agenda.

Marcia Luptak said there are some problems with the English in the proclamation.
Sarah Dye said that she had talked to Dr. Sam about the committee's work. He also talked to Lori separately. He asked that we not send out our proclamation right away. Dr. Sam will meet with committee members and discuss all of these issues but he asked that we not publicize this just yet. She also expressed concern that the proclamation as it is worded in the agenda, needs to be edited. There are many grammar problems.

Sarah Dye said that if the person taking down the fliers is an employee there are discipline procedures in place. We also have the student code of conduct that can be imposed if it is a student. They can do things if they catch who is doing this. This is part of a much larger issue, however, not just the issue of fliers. She is asking us to slow this down at least until the proclamation is cleaned up.

Lori Clark said that the fliers are a minor problem but what happens if someone decides to take this to the next level and someone gets hurt or a car is vandalized. She will respect what we decide. She said that what the police were telling her can and will be done is very different from what Dr. Sam told her the police would do regarding the fliers.

Luis Martinez said that he has explained his position about this. But have to consider if getting two different messages, one from Dr. Sam and one from the police. He said that we need to call Dr. Sam and ask for a meeting. We need to make it clear what the police said and show him that it is different from what he said would be done.

Sue Ford asked why Dr. Sam needs us to slow this down. Does he have some other course of action in mind?

Sarah Dye said one of his greatest fears is that this is a faculty member, if we have to deal with it, that would be horrible.

Many people said it doesn't matter if it is a faculty member. If it is a faculty member, that person needs to be disciplined appropriately.

Sue Ford said if we have to deal with it, we will deal with it.

Sarah Dye said the issue of diversity isn't just a one-time thing. It is going to take education over a period of time. We owe it to Dr. Sam to hear what his concerns are before we act.

Marcia Luptak said that Lori Clark asked us for help. She has been trying to get something done for over a month. We owe it to our fellow faculty member to give her support.

Lori Clark said that she had to take her e-mail address off of the flier. That is indicative of the problems we have even before the fliers started coming down.

Clark Hallpike asked if there were any problem with waiting until the next meeting. What would be done in the meantime if we act on it today?

Sue Ford said that it is already too late in the semester to do anything substantive on this issue.

Elizabeth Becker if we can come up with something before the end of the semester then we can get it on the board agenda in January. But if we don't act on this until January then it will be the February BOT meeting.

Luis Martinez asked when can the committee meet with Dr. Sam.
Sarah Dye said that she can ask for a meeting this week or early next week. In addition, she pointed out that we have very little to talk about on Opening Day in January other than Michele's project.
Nicole Scherger said that there are two issues. One is that it needs to be cleaned up. In addition, she

sent out an email to constituents about the problem and the issue of respect for diversity. She is concerned that the rest of the faculty need to get a look at anything we decide to do and put their stamp of approval on it.

Sue Ford said we are the representatives of the faculty. If someone had a big concern we would consider it.

Nicole Scherger said that if we all went to our constituents about something like this since we have a very diverse faculty, others might want to contribute.

Sarah Dye suggested we plan on doing something on Opening Day. The committee can put together something, cleaned up, so everyone gets a chance to sign on to it.

Elizabeth Becker said there were other members of faculty who were not members of the Senate who were involved in drafting the proclamation. She also pointed out that they lifted the proclamation almost verbatim from our contract. They just added in gender identification.

Sarah Dye said that some of it is in the college's harassment policy, also.

Lori Clark said that the other resolution they had was regarding the flier issue. They wanted the administration to do something.

Sue Ford asked if we can publish the second paragraph of the current proclamation right now and then meet with Dr Sam next week.

Lori Clark said that the committee was supposed to develop the proclamation...that was their charge. Anything else, we need to talk about here. She said they came up with a list of action items but these are just ideas about things that can be done.

Elizabeth Becker said that maybe the action items should be taken off the proclamation.

Lori Clark said that she really liked the idea of an organization for faculty and staff.

Howard Russo asked if the fliers had been put by the cameras.

Lori Clark said that they are not allowed to tell us where the cameras are. However, the fliers have been plastered all over campus.

Shawn Mikulay asked if we could take the action items off the proclamation and send that out and then use the action items as an agenda for the meeting with Dr. Sam and the committee.

Marcia Luptak said we need to do something today to support Lori Clark. It is not fair to wait. However, we don't need to do something very big.

Sarah Dye said that we have done things to show support. We were asked to put fliers on our doors as a show of support.

Linda Hefferin asked why Dr. Sam didn't want us to do anything. She said she can see why he might choose not to do anything right now. However, the ECCFA doesn't have to wait. She said she thinks it is time. We don't necessarily have to pressure him but we can do something.

Sue Ford suggested we use just the statement without the action items.

Lori Clark said that she has had phone calls from faculty saying that students have been harassed in the classroom.

Luis Martinez said again that there is something that needs to be clarified—what the chief of police said doesn't match with what Dr. Sam said about the cameras. Committee needs to sit down with Dr. Sam. Before or after we publish a proclamation, it doesn't matter.

Sarah Dye said that she will set up a meeting with Dr. Sam and the committee. In the meantime, the committee needs to clean up the second paragraph.

Elizabeth Becker said that only two corrections need to be made to paragraph two.

Sarah Dye said that she will try to set up a meeting before Monday. Then the committee can carry whatever will be released to the meeting with Dr. Sam.

Dave Lawrence said that the needs to see and vote on the language that they will take to the meeting.

Rick Bonnom moved that we take the proclamation, paragraph two to a meeting with Dr. Sam, if it is possible to meet before Monday and that the proclamation be released immediately after that meeting. If a meeting is not possible before Monday, we will release the proclamation anyway.

Luis Martinez seconded.

Howard Russo asked why we are waiting.

Dan Kocher said that Dr. Sam asked us to wait until we meet with him. He feels we should extend Dr. Sam the courtesy to meet with him. Dr. Sam may have other suggestions about the text or possible actions we could take.

Rick Bonnom said the committee should meet with Dr. Sam but we should still put this statement out. There are still two more weeks of classes after Monday.

Sue Ford asked why we have to have Dr. Sam's approval? We are Senate, if we feel strongly about something, we need to put it out there. She suggested we release the statement without the words about administration and board and simply release as this is what the faculty believes.

Take out a demand for action and simply make it a faculty statement.
Sarah Dye said that, again, Dr. Sam's concern was that it is a faculty member taking the fliers down.
Marcia Luptak said that we have to act on the information that we know.
Shawn Mikulay asked if putting out our statement on diversity impacts the investigation into the flier issue? Dr. Sam knows we are going to do something.
Sue Ford asked if the police chief thinks that it is a faculty culprit. Does he think we won't want to see that person disciplined.
Rick Bonnom withdrew his motion. Luis Martinez agreed.

Sue Ford moved that the committee try to meet with Dr. Sam by end of business on Monday. Howard Russo seconded. Approved.

Dave Lawrence asked what the purpose of the meeting was.

Sarah Dye said so we can hear what he has to say.

Members of the committee—Lori Clark, Luis Martinez, Elizabeth Becker, Steven Gray, Carol Szabo, Manuel Salgado

Marcia Luptak moved that we release a revised statement that the committee will compose and Senate will review and approve via e-mail vote. The statement will be released when the committee deems fit. Rick Bonnom seconded. Approved.

Dave Lawrence asked to clarify if the full proclamation was going to be released.

Elizabeth Becker said the first two paragraphs were lifted from the catalogue and shared values statement and ECCFA contract.

Sarah Dye said that we need to credit the sources.

Shawn Mikulay called the question. Approved

New Business

Sue Ford said that Alice Biggers broke her ankle and is off for the rest of the semester.

Division Issues

Shawn Mikulay moved to adjourn. Howard Russo seconded. Adjourned at 4:53 p.m.

Respectfully submitted by Lucinda Hutman, ECCFA secretary