

ATTENDANCE

	Name	Div/Term		Name	Div/Term		Name	Div/Term
X	Dan Kernler (President)	2024-2026	x	Les McTighe	LVPA 2023-2025	x	Ruby Sanny	CABS 2023-2025
X	Chris Cunningham (Parliamentarian)	MSE 2024-2026	x	Liddy Hope	CABS 2024-2026	x	Ryan Kerr (Chief Negotiator)	CABS 2023-2025
X	Clark Hallpike	SBCT 2024-2026	x	Lisa Del Giudice (Comms. Liaison)	UA2 2024-2026	x	Stacey Shah	ARIT/ABEC 2024-2026
X	Dave Reich	SBCT 2023-2025	x	Lisa Hodson	HP 2024-2026	x	Susan Robinson	LVPA 2023-2025
X	Josh Thusat	CABS 2024-2026	x	Luis Martinez (1st VP)	MSE 2024-2026	x	Tammy Ray (Webmaster, 3rd VP)	UA2, SBCT 2023-2025
X	Katherine Fletcher (2nd VP)	UA2, MSE 2024-2026	x	Michelle Kershner	MSE 2024-2026	x	Terri Birch	UA2, LVPA 2024-2026
X	Kimberly Tarver (Membership Chair)	HP 2024-2026	AB	Patrick Gordon	SBCT 2024-2026	x	Tom Limberis	SBCT 2024-2026
NON-VOTING								
X	Alison Douglas (Secretary)	2024-2025	x	Steve "Woody" Wood (Treasurer)	2024-2025			

VISITORS

- Kristin Campbell Mth
- Kyle Witek Wld.
- Chasity Gunn, Eng.

ANNOUNCEMENTS

- The [March ECCFA Sentinel](#) has now been posted on the ECCFA website.

OFFICER REPORTS

- **SECRETARY'S REPORT: ALISON DOUGLAS**
 - Tammy Ray made a motion to approve the minutes from February 26. Dave Reich seconded the motion. The minutes were approved.
- **TREASURER'S REPORT: STEVE "WOODY" WOOD**
 - See emailed report.

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

- Met with VP Schopen and interim CHRO Via
 - Name changes - can now be requested through JIRA. If they are not resolved, Taylor Haugen is the contact.
 - Equipment budget is increasing. Traditionally, \$2/credit hour was set aside for equipment. This is increasing to \$3/credit hour for 2025-2026 budgets.
 - Clarified adjunct pay for committee work.
 - For Curriculum Committee, Jamie Pang processes special pay requests bi-weekly.
 - For SLAAC, they are processed by Lisa Wiehle.
 - For search committees, individual deans should be initiating special pay requests. Communicate every two weeks with the dean. Reminder that there is an additional \$56 for reviewing applicants.
 - Other committees should be coordinated with the budget officer. Contact the committee chair to clarify who that is.
 - Requested that HR copy the Grievance Committee on every meeting request with a faculty member.
 - Requested more details and better communication overall when meetings are requested with faculty. There have been multiple issues with deans and HR where a vague meeting request like "Student Concern" or "Confidential Faculty Conversation" has been sent, with no additional details.
 - Annamarie shared the request from a student as part of CURIC to survey faculty. See New Business item below.
 - AI and Academic Integrity Committee admin members will be John Long, Justin Robertson, Farrah Bennani, and Tyler Roeger. No indication of when this committee will begin.
- Created Committee Selection list to better help senators recall who has been selected or not selected in recent elections. Intention to avoid appearance of inequity in committee selection.
- Emailed Michael Chahino regarding desktop replacement cycle. The plan is to replace all ECC desktops with laptops. This gives faculty flexibility to dock their laptop in the office - essentially keeping the same performance as current, though with a bit more desk space consumed - while also giving flexibility to connect via VPN from off campus. However, there is an option to work with individual faculty whose needs may vary. Keep this in mind if your desktop comes up for replacement.
- Attended nursing load protocol meeting with Ryan Kerr, Jackie Dalke, VP Schopen, Dean Kruckenberg, and Director Escobar. Moving forward, recommend documentation of the load protocol for nursing.

- **1ST VICE-PRESIDENT'S REPORT: LUIS MARTINEZ**

- Attended VP/CHRO meeting.

- Attended ECCFA officer meeting.
- Updated the [FT constituents list](#).
- **2nd VICE-PRESIDENT'S REPORT: KATHERINE FLETCHER**
 - I approved an overload, went to the VP meeting, and attended the ECCFA officer meeting
 - I also updated the [UAF constituents list](#).
- **3rd VICE-PRESIDENT'S REPORT: TAMMY RAY**
 - Attended VP/CHRO meeting.
 - Attended ECCFA officer meeting.

COMMITTEE REPORTS

- **Membership** - Kim Tarver
 - See [attached report](#).
- **Grievance** - Laura Haske and Peter Han
 - See [attached report](#).
- **COPE** - Antonio Ramirez
 - Michelle Kershner moved to adjourn to COPE. Luis Martinez seconded.
- **Elections** - Chris Cunningham
 - See [attached report](#).
 - Discussion regarding allocation per division for UA1 senator positions for the negotiations committee
 - Change in allocation of negotiations committee following break up of HPMSE
 - Chris recommended that we create an amendments committee to look at the details of our constitution and allocation of positions to divisions
 - Luis Martinez noted that the chair of the negotiation committee can add ex-officio members as needed
 - Dan Kernler thinks that the “ex-officio” status for all but VPs are non-voting members.
 - The role of the ex-officio members, according to Luis, depends on the rules of the organization
 - The amendment to the constitution would take longer than we have for the elections committee
 - The intention of Section 3 of the constitution is to bring more diversity to the negotiating committee.
 - **Motion:** Ryan Kerr moved to keep HPMSE as a single division for representation on negotiations to preserve the intent of the constitutional amendment. Michelle Kershner seconded the motion. The Motion passed.

- Request from Sick Bank -- If no UA1s are nominated, can they have 2 UA2s?
 - This could also be addressed through the amendment committee
 - **Motion:** Dave Reich made a motion to modify the sick bank to accept UA2 if no UA1 is available. Michelle Kershner seconded. The motion passed.
- Nominations will close next week. Election will take place after Spring Break. Please review the openings and nominate yourself or others. Senators, please remind constituents.

ELECTIONS & COMMITTEE REQUESTS

Outstanding Committee Requests

1. **Grievance** (Chairs: Peter Han and Laura Haske)
 Meetings: E/O Wednesday 4:00-5:00 pm (virtual meetings)
 - 1 UAF2
 - 1 UAF1

Elections and Appointments

- A. **Search Committee for FT CAD Faculty** (Dean Taylor)
 Seeking 3-5 faculty, in addition to the IC
 - Gary Norden, FT Automotive
 - Jesse Bader, FT CAD
 - Chris Sikora, FT CAD (IC)
- B. **Accessibility Committee** (Pietrina Probst)
 Seeking one faculty member.
 - Sarah Burkhart, FT ESL
- C. Dave Reich made a motion to approve A and B through a consent agenda. The motion was seconded by Luis Martinez and the motion carried.
- D. Dave Reich moved to approve the consent agenda. Chris Cunningham seconded..
 - Senators discussed concerns about allowing a faculty member to serve on a committee to hire their own replacement.
 - Senators discussed concerns about the timeline for the committee
- E. Michele Kershner moved to amend the motion to remove Chris Sikora. Dave Reich seconded and the motion to amend the consent agenda carried.
- F. Motion to approve these committee members as amended passed.

OLD BUSINESS

- Revisiting the idea of an official statement of support for students given the current environment.
 - Please consider:
 - Is there value in making a statement about the Dear Colleague letter and the current situation?
 - If so, who is the audience? What is our purpose?
- First read of the [Faculty Evaluation Handbook draft](#).
 - Dave Reich moved to adjourn to committee of the whole. Tammy Ray seconded
 - Discussion
 - Objectives and Outcomes
 - Are they measurable?
 - Should they be connected to ECC's existing policies
 - Strategic plan?
 - Negotiated job description?
 - These come from Quality Matters
 - Examples Indicators of Success
 - General appreciation for these
 - Discussion of "best assessments provide multiple ways for students to demonstrate success."
 - Many issues still to discuss
 - Admin is not pushing us to decide quickly
 - The senators felt they needed more time to review carefully before voting
 - This discussion will continue at the March 26 Senate meeting
 - Chris Cunningham moved to adjourn from committee of the whole. Dave Reich seconded. Adjourned from committee

NEW BUSINESS

- DRAFT [ECCFA Personal Email List Guidelines](#)
- Informational: [ECC FACULTY SURVEY: Enhancing Student and Faculty Success](#), part of a student CURIC research project.

FUTURE ITEMS FOR DISCUSSION

- Vote on the Faculty Evaluation Handbook.

ADJOURNMENT

Motion to adjourn from meeting made by Michelle Kershner. Motion seconded by Dave Reich. Adjourned at 4:52.

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

- 3/26/2025
- 4/9/2025
- 4/23/2025
- 5/7/2025

ECC BOARD OF TRUSTEE MEETINGS

Faculty are encouraged to attend ECC Board of Trustee Meetings. Please sign up in [this form](#) and we'll send you an Outlook reminder.

- Finance Committee (2:00-3:30, E 100.01)
 - May 12
- Committee of the Whole (3:00-6:00, E100.01)
 - April 14
 - May 12
- Board of Trustees (6:30-9:00, Siegle Auditorium)
 - April 15
 - May 13

ADDENDUM - REPORTS

Membership Report for 3/12 Senate Meeting

2/5/2025	Total Bargaining Unit Members	Total Signed ECCFA Members	Total Unsigned	Total % Signed
Full Time	155	152	3	98%
UA2	187	147	40	79%
UA1	88	20	68	23%
INA	36	22	14	61%
Total	466	341	125	73%

3/11/2025	Total Bargaining Unit Members	Total Signed ECCFA Members	Total Unsigned	Total % Signed
Full Time	154	151	3	98%
UA2	186	144	42	77%
UA1	91	20	71	22%
INA	33	20	13	61%
Total	464	335	129	72%

1. HR Reports are current and up to date
2. Updated membership lists provided for elections & ECCFA leadership
3. Future Membership Benefits Topics & strategies pending: No Progress
4. Coordinate with IFT re: membership recruitment activity to promote benefits of belonging to ECCFA: No Progress
5. Continue to promote use of [Electronic Membership Form](#) on ECCFA Website!

Submitted by Kim Tarver, Membership Chair

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Grievance Report for 3/12 Senate Meeting

Active Files	8
Disciplinary Files	8
Formal Grievances	3
Informal Resolutions	7

Consultations	20
# of Files Opened AY 24-25	43
Recovered Compensation	\$108,945.00

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Elections Report for 3/12 Senate Meeting

- Checked ECCFA's committee membership lists against the lists given by committee chairs
- Used most recent membership list to determine the number of available seats on various committees.
 - Of note, there are only 20 UA1 members. The number of senate seats for UA1s is one seat for every 40 faculty, so they do get one because 20/40 rounds up to 1. However, if next year, we have 19 or fewer UA1s, the way the rules are currently written, there will be no UA1 senator allowed. I recommend we form an Amendments Committee to update this section of the constitution.
 - Also of note, Negotiations' membership rules indicate 5 FT, 3 UA2, and 2 UA1 members. This is somewhat outdated due to the fact that we now have 6 divisions, and also almost no UA1 faculty. To keep the apparently-intended balance between FT and adjunct members of the committee, I kept HP and MSE together for this negotiations team. I recommend we form an Amendments Committee to rewrite this section of the constitution.
- Created the Nomination Form.
- Sent the Nomination Form to the membership.
- Alerted union leadership that the Senate needs to elect a Negotiations Chair at the May 5 Senate meeting.
- Emailed all committee members whose terms are ending to tell them about this and suggest they nominate themselves or nominate a successor.
- Talked with Kathleen Demars, chair of Sick Bank. She would like us to approve two UA2s to fill the UA slots on Sick Bank if no UA1s are nominated. Senate would need to approve this since the constitution says one slot is specifically for a UA1.
- Nominations will close on Friday, March 21.
- Election will be held April 7 - April 18.
- We will report the results and seat new senators at the meeting on May 5.

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