



Illinois Community College Faculty Association

Friday, Feb 9, 2024, 8:30 – 10:00 am, Via Zoom

Members present: Terri Birch, Julia DiLiberti, Carla Presnell, Mary Rojas-Carlson, Joseph Przybyla, Melvin Harrison and Hong Fei

I. Call to convene.

II. Housekeeping Items and Ideas

Julia and Mary explained what they proposed in a memo about inviting various faculty members from other colleges than the ones represented by EC, to discuss informally all topics. Not a Power Point presentation, but a chat with colleagues about policies such as curriculum, attendance, workload, retention, etc. We can learn from each other. Since we have a social media presence, we can have the conversation going.

They brainstormed some interesting topics of discussion, such as AI, faculty perception of the administrators, food security, social media, change of syllabi policies, connecting students to the work outside of classroom, dual credit, interactive quizzes, building community. Everyone is welcome to introduce topics.

Joe provided two PD presenters who shared insight about AI from Illinois Valley Community college:
Brian Pichman, Chief Information Security Officer, IVCC
Justin Denton, Director of Information Technology Services, IVCC
Another contact resource about food security: pantry@morton.edu

III. Guest to ICCFA Jason Rebello, Managing Partner, Firefly Inclusion Solutions

Jason is in consultation with ICCB for guidance and suggestions in implementing DEI in all colleges. The consultant team promised “Equipping leaders with the skills and tools to lead from a place of personal transformation as a key strategy for fortifying their businesses”, and “Collaborates with leaders to transform themselves and their organizations, paving the way for more diverse, equitable and inclusive companies, products, and experiences”. Melvin brought Jason on board to have a listening session to gather our ideas to better implementing DEI, as part of a promise to first and foremost consulting the faculty for any ICCB policy matters. He talked about his work with ICCB in the following fields:

1. Identify key aspects of DEI In college, address unique challenges.
2. Listening to all stake holders.
3. Do a “pre-mortem” instead of a post-mortem, to identify what we still do not know. What are the obstacles, challenges and aspirations.
4. Hold discussion sessions such as learning cycles.

Jason offers to let us tell him our thoughts.

Julia: We faculty all have been practicing DEI principles in our work. We are the ones in the trench. We are not unfamiliar with the idea at all. What is it that your company can bring to the table? And who do you write for, faculty or administration?

Julia: Suggest to make a collection of best practices from all colleges.

Mary: My insight is that students change. They turn over every two years. Their situation and demography change constantly. How will you adapt to the changes?

Terri: Hope to bring more people into the DEI work group, more volunteers.

Joe: I am on the college completion committee and we just won a diversity award. We are approaching this with a campus wide message about what we plan to achieve. Using the diversity committees to make a college wide goal. It's a team building approach for us. Also think that because institutions are so different, so that we don't want a cookie cutter approach. Maybe we should develop common goals and require all schools to join the process.

Fei: Like to share our college's way of setting 5 learning objectives that include diversity. The goals must be incorporated into every syllabus. Every course must have some student work to reflect diversity including diversity of ideas and arguing from both sides, listening to the opposite perspectives.

Answer from both Jason and Melvin: We always consult faculty first and foremost for any policy initiatives. Melvin urged us to have this session so that we can have a voice in this activity about implementing the statewide initiative. This group is what we always want to listen to because it is a presentation of faculty. We seek feedback and measure results. We are not just checking a box.

IV. Melvin Harrison's Report, ICCB Liaison:

Our agency is present in the current legislative session. We will soon receive updates on the bills that have been submitted. The Community Colleges Trustee Association did the best job compiling this information. Soon will be sent to the faculty to view. ICCB is tracking those reviews. The faculty association will be updated for progress and get a full report. The governor will make an address next week. We anticipate getting funding support for the following special initiatives: early childhood education, educated work force, workforce equity initiative, dual credit (continuously on agenda), mental health emergency on campus – in addition to students, will expand to faculty support.

Discussion ensued following Melvin's report. Questions include equal access to dual credit opportunities to address low participation of URM students. ICCB also supports professional development for dual credit such as encouraging faculty to finish the 18-hour requirement in the disciplinary field. Credential training opportunities were discussed. Will try to compile a list of DEI officers or committee members. Like to discuss institutional help for dual credit projects. Our mail list will be provided within the community college system.

V. Mary's VP Report on the Website and Future Conference:

Carmen is charging \$35/hour. We wish to retain her regular service so that we will have help anytime, and Carmen can receive a steady income.

A retainer of \$50/hour, 4 hours/month = \$200/month is approved by all but one who is opposing. The motion carries.

Potential conference for 2025 in Chicago suburb was discussed.

VI. Joe's Report as the VP for Legislative Affairs:

This is the last day to submit a legislative discussion.

Later on, Joe will show us how to petition the legislators by submitting witness slips.

VII. Adjourned.