



THE HARPER ADJUNCT ADVOCATE

**HARPER COLLEGE ADJUNCT FACULTY ASSOCIATION
NEWSLETTER**

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HCAFA IS LOOKING FOR NEW BLOOD!



Many of us on the HCAFA Executive Committee have represented the interests of Harper adjuncts for over 10 years. We're ready to step aside and let others with fresh ideas take the lead.

Being involved with HCAFA and its parent organizations, IEA and NEA, has some amazing rewards: numerous free leadership training programs, clear understanding of issues facing adjuncts today, an opportunity to affect the course that Harper College takes, a pathway to other jobs and careers, and most of all, the realization that you are making the lives of adjuncts at Harper better.

Please feel free to contact anyone on the Executive Committee and let them know you are interested in joining us. Contact information is on the back page and is always available on our website, www.harperadjuncts.org. We always have lots doing. Your input is valuable to us. We know how busy you are; dedicate as much or as little time to HCAFA as works for you. We appreciate all help.

Some of the Ways, Large and Small, in Which You Could Make a Difference

Membership

- Bring a friend to an HCAFA meeting
- Contact your fellow adjuncts about HCAFA events
- Be a Division Representative from your division
- Take photos at HCAFA events
- Suggest ideas for programs, parties, or workshops
- Help set up casual programs and receptions
- Serve on an HCAFA committee
- Be a SURS point person
- Help create an HCAFA brochure
- Inform adjuncts about professional development
- Share your talents
- Make phone calls
- Keep our bulletin boards up to date

Executive Committee Meetings

- Attend monthly meetings
- Let the Exec Committee know your concerns

IEA and NEA Training Sessions

- Learn about negotiations and grievance resolution
- Be a political activist on behalf of HCAFA

Website

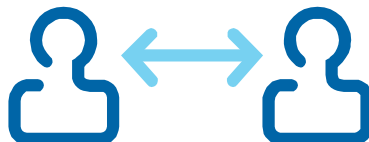
- Act as webmaster
- Write articles

Newsletters and Member Premiums

- Write articles of interest to adjuncts
- Help collate and distribute newsletters and rewards

Shared Governance

- Serve on a committee



HCAFA-HARPER ADMINISTRATOR RELATIONSHIP TEAM

HCAFA and the administration have regularly scheduled monthly meetings. The administration representatives present at our meetings were Roger Spayer, Chief HR Officer; Bev Riley, Employee Relations Manager, and Mike Bates, Associate Dean for CAFÉ (Center for Adjunct Faculty Engagement). The HCAFA representatives were Charmian Tashjian, president; Arlene Bublick, secretary; and Janice Cutler, membership records co-chair.

Evaluating Teaching Adjuncts: New Pilot Evaluation Plans

(All members of HCAFA should have received an email from HCAFA explaining the new plans.)

Mike Bates, Associate Dean for CAFÉ, is to be commended for taking a close look at the current system of evaluation, recognizing its shortcomings, and working to create a more advantageous program. The Executive Committee of HCAFA is excited about piloting the alternatives. The pilot program is a work-in-progress. We recognize that there may have to be changes made to the program. In all three plans, the adjunct will either meet with a CAFÉ evaluator before or after the activity.

The Two New Plans: Programs for Professional Growth

1. Goal-Based Self-Evaluation

The adjunct chooses a goal that he would like to reach. Some suggested topics include but are not limited to: utilizing a new feature of blackboard for the first time, attending a Center for Innovative Instruction 1:1 workshop or implementing a new approach for the delivery of a unit of instruction.

2. Reverse Peer Observation

The adjunct member due to be evaluated will observe 50 minutes of another instructor's class. After the reverse observation, the adjunct observer will submit a form to document his efforts to implement a strategy or technique into his own teaching.

Traditional Plan

For information on the Traditional Plan, check Article 8 in your contract. If you do not have a copy of the contract, you can access it under *Documents* on the HCAFA website, www.harperadjuncts.org.

For more information on the plans,

Go to the CAFÉ website, <http://goforward.harpercollege.edu/about/directory/cafe/evaluations/index.php> or go to the *Documents* tab on our website and click on *Proposed Pilot for Alternative Adjunct Faculty Evaluation*. You will be connected to the Harper website.

Problem of Dual Assignments at Harper Resulting in Fewer Allowed Work Hours

A number of adjuncts who work in multiple capacities at Harper have been concerned about recent limitations on the number of hours they can teach and/or work at Harper. The administration has made these changes in response to the IRS changing the multiplier to 2.25 hours for each contact hour taught. (The IRS adds the extra 1.25 hours to account for preparation time.) Harper does not want adjuncts to surpass the 30-hour-weekly limit because 30 or more weekly hours worked would result in the adjuncts' being considered full-time. The consequence would be that Harper would have to grant those adjuncts the benefits afforded to full-time Harper employees. *(With the exception of librarians and counselors, HCAFA does not represent hourly employees.)*

Stacked Courses

HCAFA and the administration have prepared a Memo of Understanding regarding stacked courses. Stacked courses are two different courses that meet at the same time. The MOU states that they are courses that "are critically needed to finish or complete a sequence, degree or program. The offerings combine requisite courses that may otherwise be low-enrolled in order to provide students opportunities to meet credential requirements in their programs of study." Stacked courses are currently limited to Business and Social Science and Career Programs. HCAFA will be notified if there is a need to extend stacked course offerings.

Relationship Meeting with the HCAFA Executive Committee, President Ender, Provost Marwick, and Associate Dean for Café Bates

Sub Policy

HCAFA expressed concern that a new sub policy had been started. In some divisions adjuncts were told that it was necessary for them to find their own substitute teachers when they needed to take a personal day. The administrative team affirmed that adjuncts do not have to find their own subs unless they prefer to do so. That message was to be conveyed to the deans at a Deans' Council meeting.

Positive Role for Adjuncts

Dr. Ender said that 50 percent of students who begin at Harper don't stay for a second year. He is committed to helping Harper students complete their Associate degrees and certificates of completion at Harper. He urged adjuncts to work toward the goal of student success by becoming involved in some of Harper's important projects. (All employees receive notices of meetings that focus on student success.)

Oakton Adjunct Reports a New Concern Regarding SURS

Chester Kulis, an adjunct at Oakton, informed HCAFA president Charmian Tashjian that "An Oakton adjunct retired under SURS after 5 years of service, per SURS vesting rules. She was subsequently advised that she had not met the 5 years of service requirement. Under SURS, if your semester ends before May 15th (spring) or before December 15th (fall), you do not get credit for that semester!

Oakton's course calendar routinely ends before those dates. In one semester, the adjunct's semester ended two days beforehand so no SURS credit. Oakton's Human Resource office was unaware of this regulation. She has appealed the SURS determination and will get a decision within 120 days."

Before you retire, to make sure of your status, schedule an individual appointment with SURS.

Problem?

If you have a problem, contact Taimi Wilk, HCAFA grievance chair, at hcafagrievance@gmail.com as soon as possible. If we don't know about your problem, we may not be able to meet the deadlines in our contract to help you.

WHAT ARE MY WEINGARTEN RIGHTS?

If you are ever in a situation that you believe could lead to any kind of disciplinary action, you have the right to have a union representative with you. In a situation like that, to protect yourself, say, "If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative be present at the meeting. Without representation, I choose not to answer any questions." Under no circumstances should you lose your cool or walk out of the meeting.

For a more complete explanation of these very important rights, go to the HCAFA website, www.harperadjuncts.org, and click on "union representation" under the "documents" tab.

FROM THE PRESIDENT

All Adjunct Colleagues!

HCAFA, the Harper College Adjunct Faculty Association, your union, wants to welcome you back to Harper.. We hope that this fall semester is off to a great start. *The HCAFA Adjunct Advocate* is one of the best ways that we can communicate with you. We hope that you will use it to be informed about issues that impact all adjunct faculty members. Our website, www.harperadjuncts.org, has even more current information and important documents useful to Harper adjuncts, such as our contract, forms, etc.

HCAFA meets monthly, usually at the Illinois Education Association (IEA) office, which is about a five-minute drive from Harper's campus. HCAFA officers, division representatives, and IEA staff members attend the monthly meetings; we'd also like you to attend. Feel free to come and enjoy some food and camaraderie. It would give us a chance to meet you!

In October I will be attending a National Education Association (NEA) training as one of only six adjunct recipients from across the country for a Local President Release Time grant. The training will be aimed at focusing HCAFA's efforts on its membership, its leadership, and its affiliations with other like organizations for the next three years as part of our strategic plan. Stay tuned – this is an exciting time for HCAFA!

If you are not already a member, please consider joining HCAFA. You can join in the fourth consecutive semester (not counting summers) of teaching at least three-credit hours for each of those semesters. If you are eligible and would like a voice in voting and bargaining, and would like to have full membership rights, we urge you to join and support HCAFA's efforts. If you are currently a fair share member, you pay almost the same dues as a full member, but you don't have a voice, a vote, or enjoy the benefits of full membership, so you might want to consider joining. HCAFA's mission is simply "to promote the welfare of adjunct faculty and the educational process at Harper College. " We can't do that without YOU. Get involved, be a part of your union!

Have a terrific fall semester. Know that HCAFA is here for you. If you have any questions or ever feel you need union representation please contact any of the officers listed on the last page of this newsletter or visit our website, www.harperadjuncts.org.

Yours in unity,

Charmian,
President, HCAFA

HCAFA Executive Committee Meetings

1:30 – 4:00

(IEA) Illinois Education Association Office
553 N. North Ct., Suite 210, Palatine, IL
Call 847 359-0300 for directions.

Friday, October 24

Friday, November 21

Friday, December 12



NEA President, Lily Eskelsen Garcia Visits Palatine!

Lily Eskelsen Garcia recently took the helm of the National Education Association. She is the first Latina to lead the 3 million-member Association. As part of her national tour of schools across the country, she visited the IEA office in Palatine on September 23rd. HCAFA was honored to be invited to a Meet and Greet for her. As President, I was fortunate to be able to personally meet her and to hear her talk about some of her goals and ideas as she takes on the NEA Presidency.

I researched her background a bit, too, and found a lot of interesting things about her from the NEA website (www.nea.org). Among them, “She understood as far back as the late 1980’s that education is about more than testing students” and pushed for multiple lines of evidence to show student achievement, which, today, positions her to effectively take on the nation’s testing-mania regime that uses commercialized, mass-produced, industrial-strength standardized factory tests to evaluate students and teachers.

In 2011, she was appointed by President Obama as commissioner on the White House Commission on Education Excellence for Hispanics, a high-powered panel that works to create better programs for English-language learners, finding ways to train teachers in cultural competency, make college more affordable, and discard the standardized tests students must take to get into college.

More recently García has used her positions within NEA to speak on behalf of DREAMers who are seeking a path to U.S. citizenship, once saying that “There is no debate that these children didn’t do something wrong; they deserve to move into society and take their places.”

While in the area, she also attended a book signing for her recent book, *Rabble Rousers*, which she said is about fearless leaders who dared to dream, people from whom García has taken many of her cues. She told us that her book tells the stories of some of social advocacy’s most famous heroes: ordinary people who used their voices, commitment, and passion to organize communities to fight injustice. These people include social justice advocates like Mother Jones, Emmeline Pankhurst, Mohandas Gandhi, Nelson Mandela, Cesar Chavez, Martin Luther King, Jr., and Harvey Milk. Her husband, Alberto, illustrated the book.

From the NEA website it says, “In the book’s introduction, García writes, “These leaders have much in common. They all understood that the only way for them to win against such overwhelming power was to organize the little power, the only power that they had...They understood that if they could rouse the common people, the “rabble,” to demand justice with a common voice, they could change the world from what it was into what it should be.

Dolores Huerta, who with Cesar Chavez founded the labor union that would become the United Farm Workers, says in the forward of *Rabble Rousers* that the book “depicts how one does not have to have a lot of money or power to create change. It shows the power of the person, no matter what barriers may stand in the way.”

I was honored to have personally met Lily. We briefly talked about the problems of higher education, including adjuncts' lack of benefits such as health care, and student debt. She is a very passionate advocate for education. Before she left, I thanked her for coming. She gave me a big hug and said “Thanks for being here and for representing higher education.” We in higher education are very fortunate to have a tireless new leader at the NEA working for public education for all.

Charmian

WWW.HARPERADJUNCTS.ORG



WHAT CAN I FIND AT WWW.HARPERADJUNCTS.ORG?

Left Side

Upcoming Meetings and Events

Center Blog

Latest HCAFANews

Right Side

Notices

Twitter Feed from IEA and NEA

Tabs at Top of Page

Join

Sample HCAFA Enrollment Form

Explanation of Eligibility for Union Membership

Links

Harper Faculty Senate (Full-Time Faculty) Website

IEA/NEA Website

American Association of University Professors
(AAUP) Website

Newsletters

Past Newsletters

Documents

Adjunct Faculty Contracts from Other Colleges

Adjunct Faculty Handbook (Link to Harper Portal)

Availability Form (Link to the Harper Portal)

Bylaws

Contracts for:

Librarians/Counselors

Teaching Adjuncts

Dual Unit Memo of Understanding (MOU)

Large Lecture MOU

Librarian/Counselor Eligibility MOU

Explanation of Professional Development

Professional Development Form

(Link to the Harper Portal)

Harper Faculty Senate (Full-Time Faculty) Contract

Contact

Contact Information for Officers

Contact Information for Division Representatives

Address & Phone for the IEA Office in Palatine



November 4th General Election

There are two ballot initiatives, both of which IEA supports. Please vote YES on:

Shall the minimum wage in Illinois for adults over the age of 18 be raised to \$10 per hour by Jan. 17?

Should the Illinois Constitution be amended to require that each school district receive additional revenue based on the number of students, from an additional 3% tax on income greater than one million dollars?

Make your vote count for education! Support the IPACE (Illinois Political Action Committee for Education) recommended candidates in the November 4 general election. HCAFA members have been sent a list of recommended candidates. (The list is also available at www.ieanea.org.)

How Does HCAFA Contact Adjuncts? How Can Adjuncts Contact HCAFA?

HCAFA contacts adjuncts by:

- Personal email or phone if we've been given the information and the information is current.
- Harper email if we do not have the adjunct's personal information.

Adjuncts can contact HCAFA by:

- Emailing HCAFA. (Contact information is listed on the last page of this newsletter & on our website, www.harperadjuncts.org.)
- Calling the IEA office at 847 359-0300 and speaking with Amy or Sonya. If you call at a time when Amy and Sonya are not in, please leave a clear message with your name and contact information.
- Going to our website, www.harperadjuncts.org

Update Your Contact Information! HCAFA's preferred means of communication are by personal email, phone, and HCAFA's website, www.harperadjuncts.org. HCAFA frequently sends reminders, newsletters, and important information via email. We simultaneously post the information on our website. If you know someone who has not received union emails, please ask them to update their contact information by sending their current information to Gary Wilson, membership chair, at hcafamembership@gmail.com.

THERE ARE MANY WAYS TO STAY CONNECTED TO HCAFA!

Come to HCAFA Executive Committee Meetings.

Read *The Harper Adjunct Advocate*

Check out our bulletin boards in F, L, J, and the 3rd floor of A,

Contact your division reps or officers.

Visit Our Website, WWW.HARPERADJUNCTS.ORG.

HCAFA EXECUTIVE COMMITTEE OFFICERS

President: Charmian Tashjian
Vice President/Grievance Chair: Taimi Wilk
Treasurer: Rob Alexander
Membership Records Chair: Gary Wilson
Janice Cutler

hcafapresident@gmail.com
hcafagrievance@gmail.com
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hcafamembership@gmail.com

Secretaries: Arlene Bublick
Joanne Meyerhoff
IEA NEA Uniserv Director: Amy Kunz
Harper Adjunct Advocate Editor: Arlene Bublick

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DIVISION REPRESENTATIVES

AEE:
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LIBARTS:
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LIBRARIANS
Dwain Thomas hcafalibcoun1@gmail.com

Note: For divisions without reps, we'll do our best to keep you informed. If you are in BUSS, please consider becoming a rep and join us for our monthly meetings. It will be to your advantage and your union's.

If undeliverable, return to
Gary Wilson, MS/Math

PLEASE DELIVER TO: