



THE HARPER

ADJUNCT ADVOCATE

HARPER COLLEGE ADJUNCT FACULTY ASSOCIATION

NEWSLETTER

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Adjunct Colleagues,

Welcome to fall 2020. I am sure this will be a historical semester for Harper. I wanted to thank all of you for your hard work and patience throughout this challenging year. My mission as your president is to support you and make Harper the best place for adjuncts to work at. As I am sure you are aware this is a tall order, but I believe it can be accomplished.

Have a fantastic semester!

Robert Allare
President – HCAFA

HCAFA THANKS YOU FOR YOUR SUPPORT!

For membership: Janice Cutler at janicecutler@comcast.net

For member engagement: Christy Carter at hcafalibarts1@gmail.com.

RECENT ISSUES

WORKING AFTER RETIREMENT

Once an adjunct retires from teaching or working at Harper they are not able to return to teaching or working for the College. The amount they earn doesn't affect this policy. The College is firm on this due to SURS implications. For more information, see Article 8.13 in our contract. You can find the 2016 – 2021 contract on our website, www.harperadjuncts.org under the *Documents* tab. If you have questions, contact Roger Spayer in Human Resources.

LEVEL II PROGRAM GRADUATES

The Academy for Teaching Excellence and dean Michael Bates recently announced the newest Level II program graduates for the 2020 cohort. These graduates have completed their training and earned their certification. They will be officially recognized during the spring 2021 Provost's meeting and their benefits will go into effect at that time. Let us all celebrate these distinguished Level II grads!

First	Last	Division	Department
Michael	Mago	Business & Social Science	Accounting
Lauri	Marmorstone	Business & Social Science	Early Childhood Education
Timothy	Sattley	Business & Social Science	Business Administration
J.T.	White	Business & Social Science	Business Administration
Rachael	Costello	Health Careers	Nutrition

Sarah	Hunter	Liberal Arts	English as a Second Language/Linguistics
Jolanta	Jaskolowska	Liberal Arts	Philosophy
Charmian	Tashjian	Liberal Arts	Music
Kristin	Allen	Resources for Learning	Library Services

Interview with Ana Contreras – A Level II adjunct become full-time instructor

From the first semester that Ana Contreras became an adjunct professor in English at Harper College she was already turning heads. Faculty and administrators took notice of her approachability, kindness, and a willingness to embrace new teaching and learning techniques. When the 2019 Level II training cohort became available through the Academy, Ana took full advantage of the opportunity, earning Level II honors. This fall Ana will start her first semester as a full-time faculty member in the English department. She attributed some of her success in applying and interviewing for the full-time position to the process of the portfolio development in the Level II cohort. “I think that process is essential...having that practice to know that process was helpful for me.” Once she earned her Level II certification Ana felt that “Having a guaranteed set number of classes with Level II gave me an opportunity and stability from semester to semester as a teacher.” Ana understood how “having ‘preferred teaching times’ and classes were acknowledged by the college” allowing her to grow and develop into the instructor she has become today. Currently, Ana is in the early process of earning a PhD in the Educational Technology program at the University of Central Michigan where she is focusing on writing instruction and online/blended courses. Let’s all congratulate Ana on her new position. We wish her the best!

Adjuncts are encouraged to know their rights under our contract. If they are concerned that one of their rights is being violated, they should contact HCAFA as soon as possible.

Problem? HCAFA is here to help!

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.

Www.harperadjuncts.org, the HCAFA website, has an in-depth explanation of these very important rights. Go to our site and click on “union representation” under the “documents” tab.

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VISIT OUR WEBSITE, WWW.HARPERADJUNCTS.ORG FIND US AT *HCAFA* ON FACEBOOK

[HCAFA team at work over the summer](#)



[All quiet at the Palatine campus](#)

