



THE HARPER

ADJUNCT ADVOCATE

HARPER COLLEGE ADJUNCT FACULTY ASSOCIATION

NEWSLETTER

August 2023, Vol. 18, no. 1

© 2023, Harper College Adjunct Faculty Association, IEA/NEA (847) 359-0300 553 N. North Court, Suite 210, Palatine, IL 60067-8124

Harper adjuncts,

Starting in 2020, I began my service to the HCAFA as the union secretary, taking over for union executive veteran Arlene Bublick. Since then, I have served on two collective bargaining teams for a new adjunct faculty contract. You have likely seen my emails over the years, keeping you up to speed with union and college information. Aside from my union service, I am entering my 14th year at Harper as a English and Humanities instructor. Like many of you, I teach at an additional college as well, the College of Lake County.

In April, Robert Allare handed off the reigns to Doug DePalma. Doug left higher education for a dream job that provided full benefits. Then, in June, I was voted in as President of the union around the time our negotiations with the college began. Additionally, I am serving as the “acting secretary” for the union until an Harper adjunct is found (or volunteers) for the executive position.

As I enter my third month as union President, I aim to continue being the transparent communicator and number one advocate for Harper College adjuncts. HCAFA is stronger as a unit because we are united! Let’s move into the coming years not as contingent faculty but as a vital difference maker for students and our divisions at Harper.

Steven Titus
HCAFA President
stitus@harpercollege.edu

The new adjunct contract, 2023-2027

I cannot sing the praises enough of our success with the collective bargaining agreement we reached with the college this summer on a new contract. In truth, the collective bargaining process with our HCAFA team and the college’s team were the most amicable I have experienced in 14 years of higher education. Some of our major wins to help advance the working conditions and salary for all adjuncts include...

- **A four-year contract:** In a time when both the previous contracts for adjuncts and full-time faculty at Harper worked with two-year deals, our contract is locked into place until August, 2027. There is the security of knowing there won’t be a work stoppage.
- **Salary:** 5% increase the first year. 4.25% increase in year two. Years three and four are tied to CPI (4.5% high end and on the 2.25% low end)
- **Immediate eligibility into the union:** For the first time ever, new adjuncts can join the union. This strikes down a previous rule that limited adjuncts to the fourth semester of their employment before they could join HCAFA.
- **Payment for Shared Governance committees:** Also, for the first time, we won stipends for the hours and work adjuncts put into Shared Governance committees. Previously, adjuncts were not compensated for the work the college asked from us.

NOTE: Physical copies of the contract are currently being produced through the HR department and the print shop. If you would like a physical copy, I will have it available at future events. I can also send a PDF copy. You can also find a PDF copy of the contract at www.harperadjuncts.org under Documents – Contracts.

An introduction from our new Treasurer and Membership Outreach Chair

David Bergman – Treasurer: I have been teaching at Harper for 14 years in the Bus/ss Division. Some of my favorite classes to teach are Entrepreneurship and Management 111.

In my role as Treasurer, I am charged with controlling and reporting all financial information to union members and to the IEA. I hope to have all financial transactions and reporting done electronically in the near future. We are currently working to allow for ACH and Zelle transactions and the use of electronic checks for our members. Along with this, controls will be implemented as part of our fiduciary responsibilities.

Cory Long – Membership Chair: Hello! I've been teaching at Harper as an adjunct in the ESL Department for just over 9 years now. Harper is without a doubt the best place I've ever taught, and I've gotten a lot from the union in my time here as well. I was among the first cohort of Level II adjuncts, which has been incredibly helpful for me. With that in mind, I felt that it was time to give back to the union. I'm very glad to be in the Membership Outreach position, and I'm looking forward to working with other adjuncts at Harper to help figure out the best ways that the union can help you in the same ways it's been helpful for me. I'm always happy to talk to anybody about HCAFA membership, so please feel free to reach out!

Important information

Adjunct faculty teaching and learning conference

On Thursday, September 14th from 4:30 to 8:30, the Academy for Teaching Excellence is hosting the annual teaching and learning conference in the Wojick Center – W building. The HCAFA will have a table, amongst other departments and college services, in the atrium of Wojick. Amanda Nielsen in the Academy has provided a PDF copy, attached along with this email if you are interested in attending. These nights are usually informative and worthwhile. The team at the Academy puts a considerable amount of effort into these events.

President Steven Titus meeting with Harper administration

Early on in my Presidency, I wanted to foster a connection with division deans. This past week I have personally met or chatted with every division dean at Harper. A physical copy of the contract was provided to make sure they and the division secretaries are aware of the salary and other changes to the contract. I will also be attending several meetings to keep my ears to the rails of any important news at the college and/or relating to adjuncts. For example, two of those are the monthly union leadership meetings with Dr. Avis Proctor and two to three meetings a semester with Provost Ruth Williams and Associate Provost Mike Bates.

If these meetings aren't enough, every month I attend the union leaders meeting with President Avis Proctor and her Executive cabinet. This is a meeting where the president of every union on campus meets to catch up and bring up questions or concerns with Dr. Proctor and the cabinet. The first meeting will be on September 6th. During that meeting, I will bring up concerns that adjuncts have recently shared. Those concerns are the extremely warm classrooms during the recent heatwave and students using faculty parking (the red lined spaces) without any warnings or repercussions.

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.

HCAFA EXECUTIVE COMMITTEE

OFFICERS

President	Steven Titus	satitus@gmail.com
Vice President/Grievance Chair	Jennifer Merritt	jennifer.merritt@comcast.net
Membership Records Chair	Cory Long	cjlong@gmail.com
Treasurer	David Bergman	djbergman@aol.com
IEA/NEA Uniserv Director	Amy Kunz	amy.kunz@ieanea.org , (847 359-0300)
Webmaster	Tedd Prater	hcafawebmaster@gmail.com
Acting Secretary & Adjunct Advocate	Steven Titus	satitus@gmail.com
Editor		

DIVISION REPRESENTATIVES

Liberal Arts

-Amanda Smothers
-Natasha Pilipuf-Ruiz

Career Technical Programs

-Tom Kirchner

Math and Science

Library representative

-Kristin Allen

Business and Social Science

-Robert Allare
-Richard Krupa