



THE HARPER ADJUNCT ADVOCATE

HARPER COLLEGE ADJUNCT FACULTY ASSOCIATION NEWSLETTER

August 2024, Vol. 19, no. 1

© 2024, Harper College Adjunct Faculty Association, IEA/NEA (847) 359-0300 553 N. North Court, Suite 210, Palatine, IL 60067-8124
Harper adjuncts,

I want to personally welcome adjunct faculty back to Harper for the 2024-25 academic year with the start of the fall semester. While most of us were working either at our various colleges or non-academic jobs this summer, we at HCAFA all hope each of you found time to get away and absorb the beauty of the Midwestern summer. My wife and I had the opportunity to spend a week in Los Angeles for our 10th wedding anniversary. There were also a handful of outdoor concerts in Chicago that filled our days and nights!

While enjoying the summer, I still have an eye on the future for HCAFA and Harper adjuncts. This newsletter will provide information on initiatives and events that the HCAFA team have negotiated and planned for Harper adjuncts. Offering adjuncts opportunity and representation is our mission!

Steven Titus
HCAFA President
stitus@harpercollege.edu

HCAFA orientation week meeting – August 14th

Please join us for our first HCAFA orientation week meeting since 2019! This informational session is open to all adjunct faculty. Please join us for a light lunch and to learn more about the Harper College Adjunct Faculty Association (HCAFA) at Harper and preparing for the fall semester. Updates will also be provided regarding the adjunct contract. Over the summer we won some new advantages to our contract with a Memorandum of Agreement that is briefly detailed below. **This non-mandatory orientation week meeting will be held August 14th, 2024 at 1:00PM in room L-306.** For those who cannot attend, I will record a video that reviews the PowerPoint presentation. The video will eventually be posted on www.harperadjuncts.org

We hope to see you there!

New Memorandum of Agreement

This summer, HCAFA President Steve Titus has been at work with the Provost's office and Human Resources on an MOA. This agreement will align some of the new full-time contract with what was previously non-existent at the college, policy-wise, when HCAFA finished negotiating the adjunct contract in the summer of 2023. Active as of August 1st, 2024, the additions to the new adjunct contract are as follows.

- **Change in modality** - Each fall, spring and summer, an adjunct faculty member may switch the modality to asynchronous for one class period for each synchronous (online live or face-to-face) class. Adjunct faculty need to notify their dean and their division office so that signs can be placed on the classroom door. Faculty must post an announcement in the college learning management system to let students know of the modality change. Adjunct faculty should try as best they can to notify students at least 24 hours in advance.

- Large lecture format – Adjunct faculty assigned to large lecture instruction will be given additional compensation for the planning and preparation of instructional materials and the coordination of discussion and laboratory co-requisite sections.
NOTE: More finite details, with a graph of the breakdown for LLE, is provided in the MOA
- Flex learning pay structure – Faculty who plan to teach Flex Learning classes (designated in the course catalog with an X) shall first consult with the Dean. Faculty must be credentialed to teach online at Harper College and then successfully complete the Harper Academy for Teaching Excellence Flex Learning GEC to be eligible to teach Flex Learning classes.

2024-25 adjunct pay structure

In our hard-fought contract negotiations during the summer of 2023, the first two years of our contract provided significant pay increases for adjunct faculty. Last year, faculty were granted a 5% increase on their salary. For the 2024-25 period, our pay will increase 4.25% across the board. That is a 9.25% increase in a two-year period!

The pay schedule, as listed in the contract, is provided below.

Classroom Instruction Pay Schedule – FY24/25

Code	Total # of credit hours earned at Harper	Contact hour rate of pay			
		Master's degree or equivalent	Level II	Master's degree +60 or Doctorate	Level II
		1	A	2	B
V	0-64	\$1,283	\$1,347	\$1,297	\$1,362
W	65-129	\$1,339	\$1,405	\$1,351	\$1,419
X	130-194	\$1,393	\$1,462	\$1,406	\$1,478
Y	195-259	\$1,447	\$1,519	\$1,461	\$1,534
Z	260+	\$1,462	\$1,535	\$1,476	\$1,550

4.25% over FY23/24 Rates

Additional information

Completing DEI training

DEI training is crucial to our teaching success, and as of recent, Deans are expecting this training to be completed earlier in the academic year. In not getting the training completed, it creates a ripple effect of outcomes that then the HCAFA and Deans have to then follow through. DEI training helps give us strategies to contribute to a campus that is more diverse, equitable, and inclusive for all workers! Please do not hesitate to reach out to us if you would like further information on what training opportunities your division as well as Harper College has to offer.

Updates from the Academy for Teaching Excellence

- There are on-demand professional development opportunities available each semester. Please contact your Dean and/or supervisor for what development options you may have. You can also access this information with us at HCAFA, as well as www.harper-academy.net

- Let us all warmly welcome the new Dean of Teaching and Learning, Dr. Sandra Villanueva!

Dr. Villanueva has 15+ years of research, program evaluation, teaching, and assessment experience with minoritized and underrepresented populations. She recently served as Vice President, Institutional Effectiveness at Malcolm X College in Chicago, where she led research and planning, assessment and evaluation, strategic initiatives, and grants development and compliance. Dr. Villanueva has also served as adjunct faculty for the past decade at Oakton College.

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	cjlong2@gmail.com
Treasurer	David Bergman	dgbergman@aol.com
IEA/NEA Uniserv Director	Amy Kunz	amy.kunz@ieanea.org (847 359-0300)
Webmaster	Tedd Prater	tprater@mac.com
Secretary & Adjunct Advocate Editor	Marybeth Kuhn	bellabach16@gmail.com

DIVISION REPRESENTATIVES

Liberal Arts

-Kristen Walk

Library representative

-Kristin Allen

Career Technical Programs

-Tom Kirchner

Business and Social Science

-Robert Allare

Math and Science

-Adrian Fleischer

Health Careers

-Marybeth Kuhn

Student Engagement

-VACANT