



THE HARPER ADJUNCT ADVOCATE

HARPER COLLEGE ADJUNCT FACULTY ASSOCIATION
NEWSLETTER

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Harper adjuncts,

I want to welcome you all back to Harper for the Spring semester of 2025. Hopefully, every one of us had a restful and rejuvenating break with the holidays and New Year. The new semester brings numerous updates regarding information that is important to the adjunct body at large, our work with the college (classroom and other duties). Hopefully our newsletter can inform and educate. Normally, the HCAFA newsletter is only available to union members; however, with all the updates, January's edition will be made available to all adjuncts at Harper.

With the new year and the future elections for HCAFA this spring, I wanted to share an announcement. **This will be my final semester as the President for the Harper College Adjunct Faculty Union.** After five years in leadership roles on the executive committee since 2020 as Secretary, President, leading contract and other negotiations with the college, I would like to see the torch passed to the next generation of adjunct leaders. Updates about the election are included below for your information. Please consider running for an executive position within the union in our April elections. Our rights only move forward, our protections only stay in place, if there are union members in the adjunct faculty who are willing to do what is right and take the lead.

Steven Titus
HCAFA President
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Mandatory DEI training in 2025

Our contract requires every adjunct to complete mandatory DEI training through the college. While you have until June 30th of 2025 to complete the new training, do your best to get it done during the semester. I cannot express how difficult it is to make sure everyone completes this training. At this point, we are still waiting on the college to deliver what was promised. **As soon as we have an update, I will share these links with the entire adjunct faculty.**

HCAFA elections in April – voters and leaders

Once we return from Spring break on March 31st, HCAFA will hold a two-week period of online open elections for every position in the executive committee and for division representatives. **You can only vote if you are a HCAFA member.** If you wish to run for a position and are not a union member, we will kindly ask that you sign up with HCAFA!

Some of the positions will see current members throw their hat in the ring for another term in the elections. Others, such as I in the President's role, will be stepping down at the end of the Spring semester, creating a vacancy. Some leaders will run for a second or third term. We need as many people as possible interested in the operation of the union, especially in top positions. Without the HCAFA union, the working conditions, even the future of a fair and equitable contract, will be a thing of the past. Please consider running for a leadership position.

How can you run for a position? You can discuss this with any member of the leadership committee (Jennifer Merritt, David Bergman, Cory Long, MaryBeth Kuhn or any one of our division representatives). They will then float your name up to myself and I will contact you further. The duties of each position are located below. The terms are for two years, albeit sometimes a temporary extension is required if there is a contract negotiation year, like when our current contract expires in August of 2027. The executive positions are compensated with a stipend through the college as part of our collective bargaining arrangement. The following descriptions are from the HCAFA bylaws.

A. President (open position for April elections)– The President will be the chief executive officer with the power and the duty to enforce the Bylaws, carry out Association policies in the interim between Executive Committee meetings, sign contracts and agreements, represent HCAFA before the public either personally or through designees, appoint and remove members of all committees with the consent of the Executive Committee, serve as exofficio member on all committees, and preside over meetings of the Executive Committee and the membership. Further, the President will have the power and duty to perform all acts generally associated with the nature of the office, which are consistent with the Bylaws.

B. Vice President –The Vice President (Grievance Chair) will have the powers and duties of the President in the President’s absence, will succeed to the presidency pursuant to the Bylaws, will be responsible for handling grievances, and will otherwise have such powers and duties as may be assigned by the President.

C. Secretary (open position for April elections)– The Secretary will maintain the official files and will assist the president with association correspondence. The Secretary will keep the minutes of each monthly meeting of the Executive Committee, and will coordinate with the President on the notification of members for all meetings.

D. Treasurer – The Treasurer will maintain the financial records, prepare an annual budget for approval by the Executive Committee, keep accurate records of expenses and income, and report such records at the Executive Committee meeting and the meetings of the membership, and cause an annual financial statement to be presented to the Executive Committee. The Treasurer will be responsible for the payment of bills in accordance with IEA-NEA policies.

E. Membership Records Keeper – The Membership Records Keeper will maintain the records of membership and report such records at Executive Committee meetings and meetings of the membership. The Membership Records Keeper will be responsible for the updating and returning of membership rosters to IEA-NEA as per IEA-NEA policies.

[Update from the Academy for Teaching Excellence](#)

Academy Dean, Dr. Sandra Villanueva, has asked for input from adjunct faculty on a survey. This simple survey concerns faculty thoughts and opinions on “Academic freedom, freedom of speech, and DEI in the classroom. From the Academy’s survey: “Please take a moment to share your questions, concerns, and/or ideas regarding academic freedom, freedom of speech, and DEI in the classroom. This information is anonymous and will be shared with Harper College's General Counsel in preparation for faculty professional development opportunity during Professional Development Day 2025. Please provide your feedback by January 21, 2025.

Click on the link to fill out the survey – [Academy Faculty Survey](#)

Reminder - Spring, 2025 – Opening on a Shared Governance committee

At the end of the fall semester, adjunct Margaret Hickey-Marko left Harper College. She had served on the Finance Committee for the past year and a half. The position is vacant and open to the first interested party that reaches out to President Steve Titus or HCAFA Secretary Marybeth Kuhn. Remember, serving on a Shared Governance committee can serve one or two purposes. In our 2023-27 contract, we negotiated compensation for adjunct participants with a stipend per semester. Also, serving on a Shared Governance committee can be one way to demonstrate service to the college, thus garnering the service requirement on Level II renewals. Please reach out soon if you are interested!

Outstanding Adjunct Faculty of the Year award for 2025

On January 21st, the Provost's office will be sending out information about how the process for the Outstanding Adjunct Faculty of the Year award will operate this Spring. Department chairs can nominate outstanding adjuncts in their purview while adjuncts can also go through the process of nominating a fellow adjunct they admire for excellence in instruction and service to the college. An adjunct cannot nominate themselves. The nomination form will be included as well as a timeline on the 21st. The nomination period will be open from January 21st to February 7th. After that time, no further nominations will be accepted.

Final exam schedule for Spring 2025 semester

Whether or not your division dean has shared with you, the final exam schedule has been released for this spring semester. In the fall semester, there were several issues with teachers not adhering to the schedule for their class during finals week. Occasionally, there were interruptions of other classes (both fellow adjunct and full-time teachers) while they were in session or taking their finals. Please make sure we are respecting other people's times just as much as they are respecting ours.

Click here – [final exam schedule link](#)

Campus construction update

Reminder - Parking Lot 2 changes: The red markers for employee parking are being moved into the middle front of lot two. In the spaces where the current employee parking exists on the left-hand side of lot two will be a holding area for additional construction equipment and storage. Unfortunately, this will remain occupied for the foreseeable future, approximately two years as the Canning Center is being built on the south side of the A building, in between the M and L buildings on campus.

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

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DIVISION REPRESENTATIVES

Liberal Arts

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Career Technical Programs

-Tom Kirchner

Math and Science

-Adrian Fleischer

Student Engagement

-VACANT

Library representative

-Kristin Allen

Business and Social Science

-Robert Allare

Health Careers

-Marybeth Kuhn