



# THE HARPER ADJUNCT ADVOCATE

**HARPER COLLEGE ADJUNCT FACULTY ASSOCIATION  
NEWSLETTER**  
**October 2011, No.5, Vol. 6**

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(847) 359-0300

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## ONE VOICE, ONE CONTRACT, ONE UNIT Dual Unit Merger Election

Mark your calendars in **BIG RED LETTERS** for Tuesday, October 4! That's the day on which members of the adjunct faculty unit and the separate twenty-member adjunct faculty librarian/counselor unit can vote on authorizing a formal merger of the two groups into one organization. A "yes" vote is encouraged. A majority of those voting from both groups must approve the unification. Since our initial contracts, HCAFA has represented both units, but HCAFA has had to represent them separately in negotiations. If there is a merger, HCAFA will be able to represent all adjuncts at the same time.

The polls will be open on Tuesday, October 4 from 12:00 to 5:00 in room F164 in the library. Please contact your Division Representative if you have a question, but be sure to cast your vote in this momentous election. Your yes vote will allow us to negotiate your next contract more effectively.

## PRE-BARGAINING SURVEY

In our September newsletter, Charmian Tashjian, HCAFA president, apprised you that HCAFA would be conducting an online pre-bargaining survey of its members. The survey will help HCAFA determine what HCAFA members' priorities are for our 2012 contract. (*Note: the survey is a blind survey and is for members only.*)

Members who have given us their non-Harper email will receive notification of the survey via email. If we don't have your email address, please contact Janice Cutler, our membership records chair at hcafamembership@gmail.com, with your email information.

This survey will be conducted in October. Those completing the survey will be entered in a raffle to win a \$25.00 gas gift card.

*Thank you in advance for your participation.*

## HCAFA WELCOMES MEMBERS AT ALL MEETINGS & EVENTS

We value your input! Give HCAFA the opportunity to learn from you and get to know you. At the same time we're learning about you, you'll learn a lot about HCAFA, Harper, and your fellow adjuncts. In the process, you'll help the union gain strength and you'll make new friends. Our meetings are motivating and fun.

We know how full adjuncts' schedules are, so we're happy to have you join us for as much or little time as you'd like. A light meal is served at each meeting.

### Executive Committee Meetings

- Fri., Oct. 21, 3:00-5:00
- Fri., Nov. 18, 3:00-5:00
- Fri., Dec. 9, 3:00-5:00

At the IEA Office,  
553 N. North Ct. Palatine

Need directions? Check [www.harperadjuncts.org](http://www.harperadjuncts.org), our website, or call Amy or Mary Ellen at the IEA office (847 359-0300).

## CON JOB Documentary Movie on You Tube

This short documentary on the contingent adjunct condition should be viewed by all—adjuncts, full-time faculty, and administrators alike. In 14 minutes, it highlights the situation of adjuncts nationwide.

[http://www.youtube.com/watch?v=K9pewc7T\\_gc&feature=channel\\_video\\_title](http://www.youtube.com/watch?v=K9pewc7T_gc&feature=channel_video_title)

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## A GREAT TIME WAS HAD BY ALL AT THE HCAFA SUSHI AND SANDWICH SOIRÉE!



The Soirée provided the perfect opportunity to get together informally, learn a little about HCAFA, have great food, and get to know fellow adjuncts.

### SURS and SOCIAL SECURITY PRESENTATIONS

November 16, 2011, 3:30 PM – 5:30, E106

- 3:10 – Doors open. Come then to be prepared, have a snack, and socialize.
- 3:30 – The Social Security Administration presentation will begin.
- 4:30 – The SURS presentation will begin.

**The entire program will be tailored to the unique needs of adjunct faculty.**

**Time will be allowed for questions and answers.**

If possible, please RSVP to:

Arlene Bublick, HCAFA at  
abublick@harpercollege.edu

Angela Bowling, HR, at  
abowling@harpercollege.edu

We hope to see you there!

### CONGRATULATIONS TO LAINE GURLEY!

Laine was one of three faculty members across the 55 schools in the Educational Management Corporation to produce a teaching module for the Corporation's faculty. The module is called *Using Concept Maps for Teaching and Learning*. Laine was awarded \$1000 for producing the module. In addition to teaching at Harper, Laine also teaches environmental biology at the Illinois Institute of Art which is an EDMC school.

### HELP THE HARPER ADJUNCT ADVOCATE HIGHLIGHT MEMBERS

To share your story or accomplishment with fellow adjuncts, please contact Arlene Bublick at hcafasecretary@gmail.com.

### GARY WILSON, AN ADJUNCT YOU SHOULD KNOW, Chair of the Negotiating Team & Math/Science Division Rep

**Adj. Adv: Has Chicago always been home?**

I was born and raised in Chicago. I attended Catholic schools: Seven Holy Founders Grade School and Marist High School. I graduated from Bradley University.

**Adj. Adv: Describe your teaching experience.**

I started my teaching career at Bryant Junior High School in Harvey, Illinois. I taught sixth and seventh grade science, math and English. The Harvey experience made me realize that I was a much better math teacher than I was a science or English teacher. I was hired to teach math at Fremd High School in Palatine in August 1974. I worked at Fremd High School for 33 years. Besides teaching math I worked as a softball coach, senior class advisor, powder puff sponsor, concession manager, chess club sponsor, and the math department chairman.

**Adj. Adv: Were you involved with the teacher's union at Fremd?**

Yes, I served as their treasurer for 15 years.

**Adj. Adv: Please describe your involvement with HCAFA.**

In 1984, while working at Fremd, I started working at Harper as an adjunct math instructor. Although I joined the HCAFA when it was formed, I did not get really involved with the HCAFA until two years ago. At that time I became a Division Rep for the Math/Science Division. I have served in that capacity on the HCAFA Executive Committee since then. In addition to that position, I am currently Chair of HCAFA's negotiating team. The team has been meeting regularly to be prepared for negotiations which will likely start in January.

**Adj. Adv: What do you like to do when you're not busy working?**

I enjoy being with my family. My wife Andrea, who I met at Bradley, and I have two children, Jennifer and Brian. Both are graduates of Hoffman Estates High School and Northwestern University. Besides my wife and children my passions include old cars, the Green Bay Packers, and the Chicago Cubs.



## HCAFA-HARPER RELATIONSHIP TEAM

HCAFA and the administration met again in August. The administration representatives were Roger Spayer, Chief HR Officer and Brian Knetl, Associate Dean for the CAFE. The HCAFA representatives were Charmian Tashjian, president; Arlene Bublick, secretary; and Janice Cutler, membership records chair.

### Merging Adjunct Units

Plans are being coordinated for the vote on whether or not to combine the two adjunct units—teaching adjunct faculty and adjunct faculty counselors and librarians. (*HCAFA strongly believes that the two units should be unified.*)

### Identifying Syllabus Requirements and Suggestions

A syllabus checklist is available on the HCAFA website, [www.harperadjuncts.org](http://www.harperadjuncts.org). Click on the *Documents* tab at the top and then on *Syllabus Checklist*. You will be linked to the Harper website.

The site clarifies, “A syllabus is the instructor's contract with a student. It is the document which can determine the outcome of a dispute between the instructor and the student. Careful writing is essential for a syllabus that will stand the test of an institutional or legal dispute...Most legal disputes between students and Harper are about students' grades and the criteria stated in the syllabus.”

### Limits Incorrectly Placed on the Number of Classes Adjuncts May Teach

The College confirmed HCAFA's understanding that adjuncts are limited to the number of hours they teach each year (fewer than 24) but they are not limited to the number of classes they teach.

### Interest-Based Bargaining

The likelihood is that the training will be in January. If at any time after the training, the HCAFA negotiating team feels that IBB is not working out as desired, the team has the option of changing to traditional bargaining.

### Other Issues Discussed but Not Yet Resolved:

1. Compensation for Creating Online Classes
2. Multiple Evaluations for Adjuncts in Multiple Divisions
3. Concerns about Retirees Returning to Work

## CHECK YOUR SALARY

Some adjuncts have reported that they have not been paid correctly. Check the 2012 contract extension which is found under the *Documents* tab on our website, [www.harperadjuncts.org](http://www.harperadjuncts.org), and verify that you are being paid for the correct number of hours worked and degrees earned.

## ADJUNCT TEACHERS' PROFESSIONAL DEVELOPMENT FUND MEMBERS, NOW IS THE TIME TO APPLY!

*Teaching Adjuncts may apply for reimbursement for: Professional travel, Workshops, Books, Tuition and fees for college credit courses, Conferences, Professional Journals, and Professional Organization Memberships*

Items must be discipline-specific or improve teaching.

Your benefit per year must not exceed \$320.

Apply to your Dean for pre-approval by filling out p. 1 of the professional development form.

(*Note: The form is on the HCAFA website, [www.harperadjuncts.org](http://www.harperadjuncts.org) .*)

If you have a problem, contact us a.s.a.p. If we don't know about your problem, we may not be able to meet the deadlines in our contract to help you.

### WHO SHOULD I CONTACT IF I HAVE A PROBLEM?

- Your Division Representative
- Candace McCreary, Grievance Chair
- Charmian Tashjian, President
- Amy Kunz, IEA Uniserv Director

### HOW CAN I CONTACT THEM?

The contact information is on p. 4 of this newsletter or on our website, [www.harperadjuncts.org](http://www.harperadjuncts.org).

### 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.

## **HCAFA EXECUTIVE COMMITTEE OFFICERS**

President: Charmian Tashjian	hcafapresident@gmail.com
Vice President/Grievance Chair: Candace McCreary	hcafagrievance@gmail.com
Treasurer: Rob Alexander	hcafatreasurer@gmail.com
Membership Records Chair: Janice Cutler	hcafamembership@gmail.com
Secretary: Arlene Bublick	hcafasecretary@gmail.com
IEA/NEA Uniserv Director: Amy Kunz	amy.kunz@ieanea.org (847 359-0300)
<i>Harper Adjunct Advocate</i> Editor: Arlene Bublick	hcafasecretary@gmail.com

## **DIVISION REPRESENTATIVES**

<b>AEE:</b>		<b>MS:</b>	
Rob Alexander	hcafaels1@gmail.com	Gary Wilson	hcafamath1@gmail.com
Taimi Wilk	hcafaels2@gmail.com	<b>COUNSELORS</b>	
<b>CP:</b>		Joanne Meyerhoff	hcafalibcoun1@gmail.com
Danuta Malczewska	hcafacp1@gmail.com	<b>LIBRARIANS</b>	
<b>LIBARTS:</b>		Dwain Thomas	hcafalibcoun1@gmail.com
Larry Price	hcafalibarts3@gmail.com		

*Note: For divisions without reps, we'll do our best to keep you informed through newsletters. If you are in BUS, please consider becoming a rep and join us for our monthly meetings. It will be to your advantage and you will love the friendships.*

**THERE ARE MANY WAYS TO STAY CONNECTED TO HCAFA!**  
**Check out our bulletin board on the 3<sup>rd</sup> floor of building A at the entrance to HR.**  
**Read *The Harper Adjunct Advocate*.**  
**Contact your division reps or officers.**  
**Visit Our Website, [WWW.HARPERADJUNCTS.ORG](http://WWW.HARPERADJUNCTS.ORG).**

If undeliverable, return to  
Janice Cutler, MS/Math

PLEASE DELIVER TO:

