



THE HARPER ADJUNCT ADVOCATE

**HARPER COLLEGE ADJUNCT FACULTY ASSOCIATION
NEWSLETTER**

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DAVE GRANLUND © www.davegranlund.com

IT'S CLEAR THEY AREN'T HCAFA MEMBERS. IF THEY WERE, THEY'D KNOW THAT THE MOST IMPORTANT RESOLUTION IS TO START THE YEAR OFF RIGHT BY BECOMING ACTIVE IN HCAFA!

We look forward to seeing you soon.

Join Your Fellow Adjuncts at Our HCAFA Executive Committee Meetings

1:00 – 3:30

(IEA) Illinois Education Association Office
553 N. North Ct., Suite 210, Palatine, IL
Call 847 359-0300 for directions.

Friday, January 23

Friday, February 20

Friday, March 13

Friday, April 10

Friday, May 8

HCAFA CARES!



COMING SOON TO A DEPARTMENT NEAR YOU

Café Ole! Coffee has been the grounds of many a heated and strong discussion. HCAFA hopes to continue that tradition at Harper. Stop your usual daily grind and enjoy the daily grind with friends.

Drop in For a Cup Of Coffee on HCAFA. Add an Extra Perk by Encouraging Other Adjuncts in Your Department to Visit with You before and after Class.

We need help making sure that coffee is available to adjuncts in your department all day! Priority in having a coffee day will be given to any department that volunteers to check on the coffee supply at least once during that day. To volunteer, contact the IEA office at 847 359-0300 and speak with Amy or Hasmig.

FROM THE PRESIDENT

Greetings to All Harper Adjuncts!

HCAFA hopes that you've had a restful break and are ready for the challenges and rewards of the new semester. As you can see by the size of this newsletter, we have a lot of information to share with you. We hope that you find the HCAFA newsletters informative; we invite your participation and comments. What's new with you that you would like to share? We welcome your stories and ideas and would enjoy sharing your thoughts, ideas, and successes with all Harper adjuncts.

HCAFA's motto is "HCAFA Cares." You'll see some new ways that HCAFA will introduce this semester to show you how much we care. As a bonus from a grant HCAFA has received, HCAFA will be sponsoring some coffee days and other events this semester that we hope you will enjoy. We'd also like to welcome you at any of our meetings and events. Check out the rest of newsletter and our website, www.harperadjuncts.org for more info.

If your division or department is not currently represented at Harper, we could use your help. It does not take a lot of time. And, as always, if you have any concerns about your work (the terms and conditions of employment at Harper), please contact one of us on the Executive Committee. All of our committee members' contact info is on the last page. To represent you, we meet regularly with all levels of the college administration. We also meet regularly with CAFÉ. In fact, at our next executive committee meeting, we will be discussing the results of the pilot alternate teaching evaluation program that was done this past fall semester. If you have any comments or input on that program, please join us at the meeting or send your comments to me as soon as possible.

Thanks, and have a great spring semester. All the best for 2015!

Charmian,
President, HCAFA

HCAFA CARES IN SICKNESS AND IN HEALTH!

Jen Godish is an adjunct counselor in the Career Development Center.

On November 7, 2014, a parent's worst possible fears were realized when Jen's family received the devastating diagnosis of leukemia for their 4-year-old son, Bradley. He is the sweetest, most loving, and precocious little boy with an infectious smile and silly sense of humor. Bradley has a twin sister and a four-month-old baby brother, who he absolutely adores. Needless to say, the diagnosis has rocked the entire family to the core. While there are still more questions than answers regarding his exact course of treatment, HCAFA wants the Godishes to know one thing for sure: we are willing to do whatever it takes to help him fight this thing! We cannot use funds from HCAFA; however, we can help individually. Despite the fact that the Godish family has medical insurance, there will be astronomical financial costs associated with treatment--travel expenses, unpaid time off work, specialty co-pays...the list goes on and on. Let's help this beautiful little boy beat this horrible disease!

Complicating the problem is the fact that Jen is an adjunct, and as you know, is entitled to very few paid days off. Jen must take time off to spend with Bradley at Lurie Children's Hospital; as a result, while the family is incurring unbelievable costs, Jen is not getting paid.

Let's donate to her fund so that we can help Jen and her family raise money to help cover their uncovered medical expenses. Bradley is now in his third round of chemotherapy and will need to have a stem cell transplant from his sister. As the stem cell transplant is still considered "experimental" by some insurance companies, it is unknown if insurance covers any of this. Please help us show Jen that her Harper adjunct family is behind her as she deals with this tremendous burden.

Go to: Gofundme.com. You do not need to sign up. In the search bar, type in #bradleystrong and click enter. You will be directed to Bradley's page where you can leave Jen and her family a note as well as a donation. Please let Jen know that you are an adjunct at Harper. (Donations of any amount are welcomed.)

If you have any questions, please contact Joanne Meyerhoff at hcafalibcoun1@gmail.com.

Much of this article is taken directly from Bradley's website.

We are adjuncts helping adjuncts! HCAFA Cares about Jen and her family and we care about all of our adjunct members. Share your story with your :HCAFA adjunct family. Please let us know if there is any way we can be of help.

Problem?

If you have a problem, contact Taimi Wilk, HCAFA grievance chair, at hcafagrievance@gmail.com as soon as possible. If we don't know about your problem, we may not be able to meet the deadlines in our contract to help you.

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.

For a more complete explanation of these very important rights, go to the HCAFA website, www.harperadjuncts.org, and click on "union representation" under the "documents" tab.

HCAFA CARES ABOUT PROTECTING YOUR RIGHTS

Special Circumstance Leave

Familiarize yourself with your contract. Several adjuncts have recently qualified for special circumstances leave but were unaware to ask for that extra paid time until they were informed of that right by HCAFA.

“When all allotted personal days are used for circumstances beyond an adjunct employee’s control, he/she can seek approval from his/her Dean for an additional day to use for a religious holiday, personal illness, or bereavement of a close relative.”

Current Events Make Us Consider Academic Freedom

By Dwain Thomas

The recent tragic events in Paris centering on the freedom of expression can provide a disquieting reminder to all of us in our choice of interchanging ideas.

Historically, colleges and universities have been bastions of the open exchange of thoughts; it’s one of our prime purposes for existing. Yet, academic freedom is not without boundaries. HCAFA, the Illinois Education Association, and the National Education Association have adopted resolutions of protection for our members. In Article II, section 2.1 of our 2012-2016 local contract is the statement of “Academic Freedom and Professional Standards.” We have in place a vigorous protocol of protecting the rights of our membership through the grievance procedure, which is detailed in Article VI of our contract.

Our organizations’ websites have a number of helpful and informative resources on the concepts of academic freedom and the freedom of expression. A particularly valuable one is entitled “Academic Freedom and Higher Education Employees” and can be found at www.nea.org/assets/docs/HE/vol11no4.pdf.

An article at the University of Wisconsin’s website provides very general guidelines on academic freedom:

1. What is protected under academic freedom?

The freedom to pursue inquiry and publish its results. This is one of the original and most important reasons for academic freedom. The independence of the scholar and the ability of the university to protect the scholar from the pressures of public opinion or legislative power are key duties of the university.

The freedom to discuss or read materials in the classroom. Although the AAUP [American Association of University Professors] cautions against the introduction of controversial material that has no relevance to the subject matter.

The freedom to refuse to sign loyalty oaths as a condition of employment.

Student speech, subject to the same constraints as faculty classroom speech given below.

2. What is not protected under academic freedom?

Sexual harassment

Speech, forums, performances, or art on campus that can be shown to be illegal, obscene, libelous, slanderous, or are a clear and present danger, or can be shown to be disruptive to the operations of the classroom or university. The exhibition of controversial or offensive art may be restricted by administration as to time, place, and manner of exhibition.

Racial slurs, excessively obscene, vulgar, or profane language in the classroom, explicit sexual materials, and other forms of language that create a hostile learning environment for students, unless they are used as examples, or for the purposes of study, or are relevant to the subject of the class.

Speech or dissemination of materials with the university imprimatur by employees of the university community who are not authorized to speak or disseminate information on behalf of the university. Only designated officers of the university may speak on behalf of the university or distribute or disseminate materials that carry the imprimatur of the university. (<https://www.uwosh.edu/.../Start%20Talking-%20Academic%20Freedom.pdf>)

While our situations here at the College pale in comparison with worldwide efforts at extinguishing the honest exchange of thoughts, we need to be reminded of the potentials and our protections.

CONGRATULATIONS TO OUR NEWLY-ELECTED DELEGATES TO THE IEA RA

Tom Shanahan and Taimi Wilk will attend the Illinois Education Association's Representative Assembly at the Hyatt Regency O'Hare in Rosemont from April 16 – April 18, 2015. We know they will represent HCAFA well.

KEEP INFORMED!

AFT/NEA (American Federation of Teachers / National Education Association) 2015 Joint Higher Education National Conference

In a unified letter this month, Fred Kowal and Earl Wimen, the Chairmen of the AFT and NEA higher education committees, urged members of both unions to attend the joint AFT/NEA higher education national conference in Orlando, Florida from Friday – Sunday, March 13 – 15 at the Walt Disney World Swan and Dolphin Resort.

“Our conference theme, ‘Advancing Equality On and Off Campus: If Not Us, Who? If Not Now, When?’ reflects the critical links between on and off-campus movements for equality and social, economic, and racial justice. Sessions will be grouped into suggested tracks, including those covering policy, collective bargaining, student outreach, faculty unionism in ‘Right-to-Work’ contexts, contingent faculty issues, and internal organizing. We’ll explore questions of interest to all sectors of our membership, such as:

- How are current trends in higher education affecting our members, our students, our institutions, and our communities?
- Where are there opportunities to make common cause with community organizations around educational justice for all?
- How are our members and our institutions working to promote diversity and equity among faculty, staff and students?
- How are our affiliates taking the lead in supporting student achievement and bolstering student success?
- How are our affiliates working to provide dignity, equity, and justice for contingent faculty?
- How are we building campaigns to promote public funding for higher education that support our values of equality and democracy and our commitment to high educational quality?
- How are our affiliates defending the profession from attacks on academic freedom, shared governance, and professional control?
- How are our affiliates developing new activists and leaders to ensure a diverse, vibrant, and effective higher education labor movement that not only meets the needs of our members, but is a positive and powerful force for social justice in our communities?”

Check the NEA web site, www.nea.org/he, for conference details including the names and details on plenary speakers, schedule of pre-conference events such as NEA's Leadership Day and National Council for Higher Education (NCHE) membership meetings.

“As a preconference session to the 2015 Joint higher ed conference, NEA will conduct the annual Leadership Day training, March 12. This year's training will incorporate how ALEC (American Legislative and Exchange Council) and Charles Koch are infiltrating our higher ed campuses. Attendees will learn how and what can be done to proactively organize against this growing infiltration. See the attached link to learn more about the UnKoched campaigns '[Charles Koch Foundation's unique definition of 'academic freedom'](#)' Washington Post (11/07/14). Leadership Day registration is \$50 and \$25 for students and instate registrants.

Please contact Charmian Tashjian at hcafapresident@gmail.com if you are interested in attending the preconference session or the Joint Higher Ed National Conference.

Arlene Bublick, AN ADJUNCT YOU SHOULD KNOW!

Arlene, who is an adjunct instructor in the ESL department, began teaching at Harper in 1984. In her thirty years at Harper, she has taught almost every subject offered by the ESL department and has enjoyed the variety. For several of those years, she taught ESL both at Harper and Northeastern Illinois University. And before teaching at the college level, she taught French and German to high school and elementary school students.

Arlene lives in Glenview with Bruce, her husband of almost 53 years. They have four children, three sons-in-law, one daughter-in-law, and ten grandchildren. For the Bublicks, time has really sped by. It's hard for them to believe that their oldest grandchild is twenty-two. Regrettably, only one child's family lives in the Chicago area. Two families live in the Washington D.C. area, and one lives in Tucson, Arizona. Bruce and Arlene feel fortunate to have wonderful places to visit; however, they'd prefer to have their entire family live in the Chicago area. Bruce reflected that they were single-handedly keeping the airlines in business, and Arlene commented that they were racking up airplane miles due to their constant trips to visit the three families that live out of state. They are still hopeful that all the families will relocate to Chicago like their oldest daughter's family did.



If you ask Arlene what she prizes most about her time at Harper, she'll tell you that she cherishes the relationships she's developed there. She feels particularly pleased to still have contact with former students who have made her recognize how valuable she was to them. "It's wonderful to know I've made a difference in students' lives."

Making a difference in people's lives is why she is passionate about all things union related. When she began teaching at Harper in 1984, there was no union representation for adjuncts, and therefore, no one truly looked out for adjuncts' interests. Arlene was among

those who worked to form an adjunct union at Harper in 1991. After years of litigation by Harper against unionization, HCAFA's efforts to unionize were finally successful in 2002. Her pride at having been the chief negotiator for HCAFA's first contract with Harper and its first president once HCAFA became the recognized union for adjuncts was instantly clear. She stated, "HCAFA has helped change adjuncts' lives for the better; however, HCAFA's job is far from over as Harper still continues to treat adjuncts as second-class faculty. It is my hope that one day in the not-too-distant future, the Harper administration will partner with HCAFA and show that they truly value adjuncts by leading community colleges in ensuring that all faculty—full-time and adjunct—are afforded equity in rights, pay, and benefits."

Because of Arlene's involvement with her outstanding nuclear family, her extended Harper family, and her dedicated HCAFA family, she is extremely optimistic that the future will be a bright one.

HOW DOES HCAFA CONTACT ADJUNCTS? HOW CAN ADJUNCTS CONTACT HCAFA?

HCAFA contacts adjuncts by:

- Personal email or phone if we've been given the information and the information is current.
- Harper email if we do not have the adjunct's personal information.

Adjuncts can contact HCAFA by:

- Emailing HCAFA. (Contact information is listed below in this newsletter & on our website, www.harperadjuncts.org.)
- Calling the IEA office at 847 359-0300 and speaking with Amy or Hasmig. If you call at a time when Amy and Hasmig are not in, please leave a clear message with your name and contact information.
- Going to our website, www.harperadjuncts.org

Update Your Contact Information! HCAFA's preferred means of communication are by personal email, phone, and HCAFA's website, www.harperadjuncts.org. HCAFA frequently sends reminders, newsletters, and important information via email. We simultaneously post the information on our website. If you know someone who has not received union emails, please ask them to update their contact information by sending their current information to Gary Wilson, membership chair, at hcafamembership@gmail.com.

HCAFA EXECUTIVE COMMITTEE OFFICERS

President: Charmian Tashjian	hcafapresident@gmail.com
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Note: For divisions without reps, we'll do our best to keep you informed. If you are in BUSS, please consider becoming a rep and join us for our monthly meetings. It will be to your advantage and your union's.

THERE ARE MANY WAYS TO STAY CONNECTED TO HCAFA!

Come to HCAFA Executive Committee Meetings.

Read *The Harper Adjunct Advocate*

Check out our bulletin boards in F, L, J, and the 3rd floor of A,

Contact your division reps or officers.

Visit Our Website, WWW.HARPERADJUNCTS.ORG.

If undeliverable, return to
Gary Wilson, MS/Math

PLEASE DELIVER TO: