



THE HARPER ADJUNCT ADVOCATE

**HARPER COLLEGE ADJUNCT FACULTY ASSOCIATION
NEWSLETTER**
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ADJUNCT SUCCESS = STUDENT SUCCESS!

The Achieving the Dream (ATD) Report Highlights the Needs and Challenges Facing Adjuncts at Harper and Five Other Community Colleges.

Harper College recently took part in a study entitled *Engaging Adjunct Faculty in the Student Success Movement* sponsored by Achieving the Dream (ATD), a group seeking to improve student achievement in community colleges. We think you will find the report extremely informative and interesting. Therefore, we have included the full report in this newsletter. We urge you to read the report in its entirety.

The results of that study were recently published by the Community College Research Center, a partner in the project. Entitled “Understanding the Needs of Part-Time Faculty at Six Community Colleges,” the report highlights the importance of adjunct faculty. The study confirms the challenges we have at Harper and illustrates that the same challenges are common at the other five schools in the project as well.

Part of the report’s conclusion issues a challenge to the schools to enhance student success:

Given that they (adjuncts) teach significant proportions of course sections, part-time faculty are essential to the institutional success of community colleges. Many have deep knowledge of their students, their subject matter, and instructional practices. Yet they do their work with some distinct disadvantages: fewer professional relationships to leverage when challenges arise, unequal access to institutional resources, and limited time on campus to build institutional knowledge. As community colleges engage in a myriad of improvement efforts to increase student success, they must consider the extent to which part-time faculty are sufficiently supported to contribute.

We look forward to Harper working with HCAFA to develop strategies and programs to address these efforts.

CURRENT GRIEVANCES

We have filed a couple of grievances this academic year that involved class assignments. We have also filed an Unfair Labor Practice (ULP) against the College for changing our working conditions by changing the parking configurations without negotiating with us first. Both of these issues are being negotiated at this time.

SO WHAT CAN YOU DO?

- Make sure you are a full dues-paying member!
- Keep current with HCAFA's efforts to continue to make our union a viable voice in working for you.
- Check our website (www.harperadjuncts.org) and Facebook page (HCAFA - Harper College Adjunct Faculty Association).
- Attend our Executive Committee meetings; dates/times/locations are posted on the website.
- Consider becoming personally involved in our group's leadership; time commitments are minimal; satisfaction is maximal.

HCAFA needs your help in these critical times. Our strength is in our unity and in our numbers. We must use our collective voices to support one another. Uphold our rights! Stand with us! We have confidence that our colleagues recognize the value of our union's strong organized voice to our students, to Harper, and to the community that Harper serves.

IMPORTANT REQUEST FROM THE PRESIDENT

At its recent meeting, HCAFA's Executive Committee voted to postpone the election of our local officers to this fall. HCAFA is at a critical point in its 14 years of existence. We need members to help in leadership roles. Some of our current officers and division reps have been serving HCAFA since before its inception and are ready to retire soon. Others, like me, have served several terms and feel that although it is not time to retire, it is time for others to take over. All officer positions: President, Vice President/Grievance Chair, Secretary, Treasurer, and Membership Chair as well as Division Representatives, will be up for election. Some of us who are stepping down will still be around to advise and help out if needed, but to continue to have our strong and important voice heard at Harper, it is crucial for some other members to take on these roles. There is excellent free training given by both the Illinois Education Association (IEA) and the National Education Association (NEA) that we are affiliated with. The time commitment for each position varies. We have a Director at the IEA, Amy Kunz, who can provide training and who works for us. In our current contract we were able to negotiate release time for some HCAFA officers who are paid by Harper each semester for doing union work. By agreeing to this, Harper's administration has confirmed the value that HCAFA brings to the College in helping solve adjunct problems that may arise.

If you would like more information about the duties and time commitments of these positions please consult our Bylaws, which are on the *Documents* tab on our website, www.harperadjuncts.org, or feel free to contact any of the HCAFA officers. (See the last page of the newsletter for contact information or call the IEA office at 847-359-0300 and leave a message).

We look forward to hearing new voices and ideas, and value your input into HCAFA. Help move HCAFA into its 15th anniversary year by becoming part of its leadership team!

Charmian Tashjian

WELCOME TO OUR NEW CTP REP!

Paul Enhelder, an adjunct in the Fire Science program, has been accepted as a member of the HCAFA Executive Committee. He'll act as a liaison between the Career Technical Program and the HCAFA Executive Committee. He has had years of experience both at Harper and outside Harper. He has been serving on Harper's Shared Governance Faculty Development Committee as the adjunct representative. We know he'll be an outstanding addition to our team.

JOIN FELLOW ADJUNCTS AT OUR OPEN HCAFA EXEC COMMITTEE MEETINGS!

Come when you can; stay as long as you'd like. We welcome your voice!

Our next meetings are on:

Friday, April 26, 2019, 10:00 – 12:30, L200

Friday, May 17, 2019, 10:00 – 12:30, L200

A light meal will be served.

APPLY FOR YOUR PROFESSIONAL DEVELOPMENT MONEY NOW!

Professional Development Money for Members Only (Article 9.2 of Adjunct Contract)

Timelines: It's not too late to seek approval for:

Activities such as Summer Classes or Seminars

Membership in Professional Organizations

Activities in Addition to Those You Have Already Applied for

Now is the perfect time to take that college credit class or seminar you have always wanted to take or to complete that certification or degree program that you haven't finished yet.

You'll find all the details in Article 9.2 of the Adjunct Contract. To see the contract, click on the *Documents* tab on our website, www.harperadjuncts.org. Then scroll down to *contracts*. Click on *2016 – 2021 Contract for Adjunct Faculty Teachers, Librarians, and Counselors*.

Here are some of the highlights.

- Professional development activities eligible for pre-approval include, but are not limited to: books, including electronic downloads; professional travel; tuition and fees for workshops, seminars, and college credit courses; expenses related to conferences; professional journals; and memberships in professional organizations (which may include online access to journals).
- More money is available to each adjunct in our new contract. Each adjunct is eligible to receive \$400; in addition, if the adjunct's expenses exceed \$400, the adjunct may petition the Dean for additional money from the fund.
- Professional development money can be used for activities during the summer. This enables adjuncts to take classes or seminars when they have more free time.
- The pre-approval process is more thoughtful of particular circumstances than it was before. Pre-approval should occur prior to the end of the spring semester for activities occurring in the spring semester or summer term. There is recognition that occasionally time is of the essence and an adjunct may seek verbal approval from a Dean because he/she may have to pay for the activity immediately and not be able to wait for final written approval of the activity.
- Submission for reimbursement must occur before May 31 for the spring semester and August 31 for the summer term.

\$8,000 (29%) Remains in Our Professional Development Fund.

The fund is a use-it-or-lose-it fund. Money not used will revert to the college.

Problem? HCAFA is here to help!

Members, please contact Taimi Wilk, HCAFA grievance chair, at hcafagrievance@gmail.com as soon as possible. To help you, it is imperative that we meet the deadlines in our contract.

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:	Charmian Tashjian	hcafapresident@gmail.com
Vice President/Grievance Chair:	Taimi Wilk	hcafagrievance@gmail.com
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Treasurer:	Tony Hammer	hcafatreasurer@gmail.com
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DIVISION REPRESENTATIVES

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Taimi Wilk	hcafagrievance@gmail.com	LIBRARIANS and COUNSELORS	
LIBARTS		Kristin Cushing	hcafalibcoun1@gmail.com
Tony Hammer	hcafalibarts2@gmail.com	Dwain Thomas	hcafalibcoun1@gmail.com
Christy Carter	hcafalibarts3@gmail.com		

Note: For divisions without reps, we'll do our best to keep you informed. Additional reps are welcome. If you are interested in becoming a rep, please contact Charmian Tashjian at hcafapresident@gmail.com.

Visit Our Website, WWW.HARPERADJUNCTS.ORG.

Find us at HCAFA on Facebook.

If undeliverable, return to
Janice Cutler, MS

PLEASE DELIVER TO: