



THE HARPER ADJUNCT ADVOCATE

**HARPER COLLEGE ADJUNCT FACULTY ASSOCIATION
NEWSLETTER** **September 2019, No. 1, Vol. 14**

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WE ARE THE UNION!

For membership: Janice Cutler at janicecutler@comcast.net
For member engagement: Christy Carter at hcafalibarts1@gmail.com.

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!

Friday, September 20, 2019, 11:30 – 2:00, L202

October 18, 2019, 11:30 – 2:00, L202

November 15, 2019, 11:30 – 2:00, L202

A light meal will be served.

Message from HCAFA President, Charmian Tashjian

Welcome back, Harper colleagues!

Hope you had a good summer, whether it was taking a course, teaching, working, going on a vacation, or just relaxing at home. It's so nice to at least have a little break if you can. As for me, my husband and I went off to China on a six-week trip to visit my daughter, who has been teaching there. We enjoyed being with her again some of the time and traveling throughout China the rest. It was a wonderful trip!

We are proud at HCAFA to announce that we will be the recipients of a grant from our parent organization, the National Education Association (NEA) in order to help us with a membership drive. If you are not already a member, please join us. If you know someone who is not a member, please talk with them and find out why they have not joined yet. If you would like us to talk with them, please give us their name and contact info. Info can be taken from our website, www.harperadjuncts.org, or you can join our Facebook page.

Stay tuned this semester about upcoming pizza parties, coffees, member voting, etc. Stop by at our meetings if you can (dates are listed above). This coming spring semester, HCAFA will begin planning negotiations for our next contract and would like your input. Also, HCAFA will be celebrating its 15th anniversary in 2020, so we will be planning our celebrations for that soon as well.

Yours in unity,

Charmian

Charmian Tashjian, President

Level II: What You Need to Know

By Karl L. Buschmann, Level II Adjunct Faculty, Business and Social Science Division

Thinking about doing the Level II Adjunct Faculty Engagement Program? Here's what you need to know.

First, it's a lot of work. Can you commit one to two days per week minimum to develop a body of work demonstrating your commitment to student success and teaching excellence? Are you going on vacation, do you have employment outside of Harper, or are you teaching a summer course? You'll have to juggle all of these time commitments.

Second, start now to create a CV and a teaching philosophy. As a business practitioner, I did not know about these essential tools before Harper College.

Third, do you have a list of seminars, workshops, and conferences that you attended? Did you save a copy of the Student Opinionnaires of Instruction and Evaluation of Classroom Observation forms? Do have testimonials from students, whether solicited or unsolicited? Start now to compile all of this material. As a starting point, have a look at your unofficial transcript/grades on the HIP Portal in Registration and Records, which lists events that gave credit.

Fourth, enjoy writing? You'll be doing a lot of it. I felt like I was writing a chapter of a dissertation every week. Start reading pedagogical material to understand what you do and why. You'll also learn the ePortfolio tool in Blackboard.

Fifth, come up with a theme or value proposition to your teaching. It's not enough to say that you have a passion for students and for teaching. We all do. What is the key axis around which everything revolves? I say that my commitment to student success is to help students become Fluent in the Language of Business.

Sixth, use a professional photo. The ePortfolio documents your professional accomplishments. Have a headshot that is consistent with the image that you want to convey.

Seventh, there are benefits, such as a 2.5% pay bump. However, in this day and age of declining enrollments, attaining Level II status could very well be the only way to get any class assignment at all.

Eighth, have a buddy in the cohort be a sounding board. This will help ensure accountability and keep you from going on tangents on topics that only your mother finds interesting.

Ninth, you're not done when you finish the writing. The 2019 cohort had to present an oral presentation, which was essentially a defense. Its preparation takes another one to two days of effort.

Finally, you need to demonstrate your service to the College outside of the classroom. Start attending on campus events, help out with a club, and use the tuition waiver to be a student. Start now and have a track record.

Good luck.

WARNING: IPI IS LOOKING FOR YOU!

The anti-union Illinois Policy Institute has again increased its efforts to encourage Association members to abandon their membership. IPI backed the recent *Janus* case in the U.S. Supreme Court which found "fair share" provisions illegal. The group supports the privatization of public education and sees weakening of unions to promote that goal. If the IPI approaches you with "alternatives to unions," please contact HCAFA to learn the reality of its campaign funded by the big money associated with education secretary Betsy DeVos.

Adjuncts are encouraged to know their rights under our contract. If they are concerned that one of their rights is being violated, they should contact HCAFA as soon as possible.

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

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LIBARTS			
Christy Carter	hcafalibarts1@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: