



THE HARPER

ADJUNCT ADVOCATE

**HARPER COLLEGE ADJUNCT FACULTY ASSOCIATION
NEWSLETTER**

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Adjunct Colleagues,

Another semester is almost in the books. I hope you had a fantastic semester. It was one of my best, just being back in the classroom was a boost to my mental health. On that happy note let me tell you about the concerns that the college has for fall semester. First you should be aware that the college is determined to get back to “normal” as much as possible, which means a lot more in-seat classes. Since no one really knows how students will react to this it critical that you proactively communicate with your chair about your interest in teaching in either semester. It is probable that the college will cancel classes and either offer them on-line or in a shorten time frame. So bottom line, don’t wait on your chair to call you. Did I say be **proactive!**

I look forward to seeing you in person in the fall, I hope. Whether you are teaching please take some time off to enjoy what I expect to be a great summer!

Robert Allare
President – HCAFA
roballare@comcast.net

HCAFA THANKS YOU FOR YOUR SUPPORT!

For membership: Charmian Tashjian at bctashjian@gmail.com

For member engagement: Christy Carter at christyncarter@gmail.com

Online election for HCAFA officers

In the coming weeks HCAFA will be holding an online election for positions to be filled within the HCAFA executive committee. Some are small positions of need like a Library Representative to HCAFA or the Vice-President position, for example. Perhaps it is best repeated by HCAFA committee member Dwain Thomas.

“HCAFA is so much more than an organization that hard-bargains a contract for us as it just completed. We’re here every day to help protect those provisions for our 200+ members, particularly in this atmosphere of criticism of public-sector employees.”

Every HCAFA member will receive an email allowing them to complete an online ballot. If you are interested in nominating yourself, there is a form attached to this email along with this newsletter. For example, I (Steven Titus) will be renominating myself for the Secretary position for HCAFA.

NOMINATIONS must be received by 1:00pm, Monday, May 16, 2022 at
HCAFAtreasurer@gmail.com

ONLINE ELECTION DATES: Tuesday, May 17 – Saturday, May 28, 2022

FINAL TALLY DATE: Sunday, May 29, 2022

RECENT ISSUES

HCAFA Executive team member nominated for a teaching award

We are delighted to announce that Level II adjunct Mary van Opstal in Chemistry has been nominated for a statewide teaching award! The Illinois Community College Trustees Association or ICCTA has nominated Mary as an outstanding adjunct faculty member. Mary is one of 22 adjuncts of various disciplines from across the state to be nominated for this award! If you would like to learn more, please click (ctrl + click) on the link - [ICCTA nominees](#)

Repeat from April's newsletter

Did you know? Professional development funds for adjuncts

Did you know that Harper College has allotted an annual pot of \$30,000 dollars for adjunct development funds? Harper adjuncts are allowed to use up to \$400 each year. The deadline to apply for this money is May 31st. You can apply in the summer as well. The deadline for the summer is the end of July. These funds are underutilized by the adjunct body and should be embraced. To understand the full details, here is the complete language from our contract.

What can this professional development money be used for? Several members of the HCAFA executive committee use them for various purposes – admission charges for conferences, newsletters or magazines relevant to their profession, and many more reasons. We urge you to utilize these funds which often go unused.

9.2 Professional Development. Adjunct employees may submit pre-approved, non-taxable reimbursement requests for professional development activities that occur during Fall or Spring semesters of the same fiscal year. If an adjunct employee has an assignment during the Spring semester, they may request (prior to the end of the Spring semester) reimbursement for pre-approved professional development which occurs during the summer term. Submission for reimbursement must occur before the dates of February 10 for the Fall semester, May 31 for the Spring semester, and August 31 for summer term. Professional development activities must be specific to the adjunct employee's assignment at Harper. To obtain reimbursement, adjunct employees must receive pre-approval for all professional development expenditures from the Dean (or designee) and Provost (or designee). 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). The College does not reimburse for teaching supplies or materials normally provided by the division or any digital hardware or software programs. Pre-approval must be requested prior to incurring any expenses. Reimbursement of expenses incurred between the initial request to the Dean and receipt of final approval will be at the discretion of the Dean (or designee) or Provost (or designee). The maximum reimbursement to any individual adjunct employee will generally be a total of four hundred dollars (\$400) for the year. Reimbursement requests can be made in one submission or multiple submissions. If the four-hundred-dollar (\$400) reimbursement has been reached or the adjunct employee's request exceeds that amount, the adjunct employee may petition the appropriate Dean for additional funds in excess of the four hundred dollars (\$400).

Avoiding burnout after a long academic year

The past two years have aged many of us well beyond that period. For some teachers, it has forced us to reconstruct our teaching methods and approaches to the profession. Burnout is often a word that floats around many professions, including our own. As the Spring semester ends and teachers go into the uncertain summer, adjuncts especially are forced with certain truths. There might not be any courses available. If there are courses, we can teach, will it cover the time before the fall semester paychecks start kicking in? These are questions I've asked myself every May for over a decade now.

What I hope at this time for every adjunct at Harper College is to find some solace in the beauty of the midwestern summer. If burnout has struck you as it has found me from time to time, consider what you need to heal within and without. When I speak with adjuncts across the college, they share with me their plans for this time of renewal. Some adjuncts involve themselves in metacognitive activities to rejuvenate the mind and spirit. Others take an opportunity to travel across the United States or even out of country. Sometimes an afternoon in Chicago at the Art Institute or at ballgame on the north and south sides is enough to feel separated enough from the profession that we dedicate ourselves to daily. In all, I wish the very best for you in the coming months of summer.

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 library rep

- Open

Career Technical Programs

-open

Business and Social Science

-Robert Allare
-Richard Krupa

Math and Science

-Mary Van Opstal