



Help us build a strong Adjunct Faculty Organization and a better College!

Adjunct Faculty Organization News

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| HFCC-AFO |
| AFT Local 337 |
| AFT, AFL-CIO |
| October, 2016 |

News from the President

By Mary Beck

As my eight years of serving as President of the AFO draw to a close, I would like to reflect on the many, many positive changes that have occurred for adjuncts at HFC since our union was ratified in 2008.

Many of you may recall the lack of recognition and respect that we received prior to this date. Adjunct faculty members, for example, were never included in email announcements, nor were we listed in the Staff Directory. Class assignments were typically made at the whim of the Associate Dean without any hint of job security for adjunct faculty. Office space was extremely limited and students had no privacy to meet with their instructors since many adjuncts shared a single office. Pay for adjuncts was the lowest in southeastern Michigan, while full-time faculty salaries were at the top of the scale, and we were forbidden to attend division meetings and the Faculty Organization (formerly known as College Organization). In addition, we had no representation on the Faculty Senate. In short, we served as nameless, faceless, and *cheap* labor that had no voice in our role as educational professionals!

I am pleased beyond measure to give you an accounting of our numerous accomplishments since then.

Since we've become a union, we've gained over 30 percent in pay increases along with additional office space. We now have a seniority system with a fairer class-

assignment process. Our grievance system gives senior adjuncts due process and protection from unfair termination by following our contract and ensures a fair and objective evaluation system. We are even included in email notifications and listed in the staff directory!

After a four year battle to obtain a voice in governance, we are now included in division and Faculty Organization meetings. We have seven adjunct representatives on the Faculty Senate. We are routinely asked by the college to serve on committees and CPI teams, all with compensation. The AFO has grown to become a leader and model of inclusion in governance for other adjunct unions throughout the country.

Although the AFO has made tremendous progress for our adjuncts, more work is needed to obtain greater parity in pay with full-time faculty. Several years ago when the College was operating at a huge deficit, Local 1650 gave concessions on their pay for teaching extra-contractual classes, (i.e. beyond the typical 15 credit hours required by the contract) but negotiated to teach an additional three classes during the spring and summer. This effectively took away classes that were previously taught by adjuncts. It was heartbreaking to hear from adjuncts who lost classes to full-timers and couldn't pay their mortgage or rent.

Adjuncts were negatively impacted by the most recent contract negotiation of Local 1650 as

well. When some full-time faculty took a retirement incentive of \$70,000, 1650 successfully negotiated that these positions would not be filled in the near future but full-time faculty would begin to regain full pay for teaching extra contractual classes over the life of their new contract. Meanwhile, more temporary part-time positions (TPT) were created. These positions have been filled by adjuncts who are able to teach an additional class. Once adjuncts teach more than nine credit hours, they become part of Local 1650's bargaining unit as Temporary Part Time Faculty. In the past, they received significantly higher pay, but without benefits. The nine credit limit for adjuncts was originally established by Local 1650 to prevent the College from hiring adjuncts at lower wages and to more clearly differentiate between part-time and full-time faculty. With 1650's latest contract negotiation, Temporary Part Time Faculty would no longer receive the higher pay. Suddenly, the concern over the College allowing adjuncts to teach more than nine credits seems to have disappeared as full-time faculty regain their higher pay, while temporary part-timers receive low adjunct wages when teaching over 9 credit

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Congratulations to the 2016 AFO Scholarship Winners

By Lynn Boza

Every Spring, the AFO Scholarship Committee receives applications for the Joseph A. Sorokac, Jr. and the Peter J. Grant Scholarships. The scholarships are named after two deceased founding members of the AFO. This year the recipients are daughters of adjunct faculty. The scholarship winners received diplomas in 2016 and had impressive high school grades. As part of their scholarship application, they creatively explained how unions can survive and thrive in the current climate.

Both recipients are students at Wayne State University. Mallak Taleb is studying biomedical engineering and is pictured with her father outside the Engineering Building on Wayne State's campus.



Camilla Cascardo is a pre-med student and is pictured embracing the mission statement of the Wayne State School of Medicine.



The AFO Scholarship Committee granted each student a \$1000 award. Congratulations to both of these promising students as they prepare for careers in the medical field.

Your Voice Can Be Heard

By Valerie Cullin

Adjuncts lead busy and unique lives. Most of us do not have the luxury of one job, one paycheck. Because of this, many adjuncts find it difficult and even impossible to be personally involved in governance because they cannot find the time in their busy schedules. That is why the Adjunct Faculty Organization, (AFO), has fought so hard to afford you the opportunity to have your voice heard through adjunct representatives in governance.

It is so important that adjuncts at HFC stay in touch with and utilize the representatives they have on committees and on the Senate as someone who represents a voice for them. Many of you have opinions on what can be done better for our students based on student feedback or the personal and professional knowledge and experiences you bring to HFC from other walks of life including other colleges, corporations, and even your own businesses. Many of you do not realize you have a way of making those ideas

heard, and that is where your adjunct senators and committee members come in. For example, for several years I have had students complain to me on a consistent basis of their frustration with the bookstore, library, and the Student Success Center not fitting their needs in terms of hours of operation. We have a diverse community of students and many rely on bus transportation and cannot be on campus any day or time they choose. We also have a large portion of evening students who do not have the luxury of being on campus during the day because of job constraints. Because of these issues, I put together a brief synopsis of feedback from my students along with the average days and times of operation for bookstores, libraries, and tutoring facilities at other competing colleges in the area. I presented this information, via email, to the Chair of the Senate, Jeff Morford, who suggested it be sent to a specific committee to discuss. That committee has it in front of them right now and is in the process of reviewing it.

You do not have to be a senator at HFC in order to do this, but you do have a senator from each of your divisions to do this for you. Simply contact them and discuss your ideas or concerns, and they then have the responsibility of presenting it before the Senate where it may go on to a specific committee to review. That way, your concerns are addressed, your idea is heard, and your voice is part of the governance process that we fought hard for and won.

If you are not aware of who your representative is, see the list on Page 3.

Do not hesitate to contact your Senator via email with any questions, ideas, or issues that may lead to a more productive and fruitful environment for you and our student body.

Mary Beck Continued from Page 1

hours. I've heard from adjuncts who were quite angry and shocked when they received their first paycheck as a TPT. So, the wage disparity between full-time faculty and adjuncts continues!

Another area of concern is the discontinuation of the Adjunct Orientation Program that occurred during the recent College reorganization. The orientation program began under Janice Caie Lawrence's leadership of the CTEI but fell through the cracks during reorganization. Additionally, the leadership of our highly successful Mentoring Program was also changed from being jointly run by the AFO (under Lynn Boza) and Human Resources to being run by Teaching and Learning Services. Through negotiations with HR, I was successful in restoring a return to co-leadership of the Adjunct Mentoring Program with the addition of an adjunct coordinator, but we are experiencing some delays in resuming the program and the hiring of a new adjunct mentor coordinator. I sincerely hope that you will continue to join me in advocating for the full implementation of our outstanding AFO Mentoring program.

Finally, although most departments are now inclusive of

adjuncts, there are still a few who will not allow adjuncts to attend their meetings or have a voice in any departmental policy. The Psychology Department, for instance, will not allow adjuncts to attend their department meetings. We need to continue to push for inclusion of adjuncts in all departmental and division meetings throughout the college. I am pleased to report that we made progress recently when the Counseling Division finally invited adjuncts to their division meetings.

As I end my term as President, I have confidence in Lynn Boza's ability to lead the AFO as we continue our struggles for professional respect and fair wages. Under Lynn's leadership, the AFO will negotiate the next contract in this era of Right to Work when our contract ends in August, 2017. I am counting on our members to recognize the value of the union for everyone and encourage all adjuncts to remain members of the AFO. I also recommend that more of you become involved as representatives on Committees, the Faculty Senate and the separate Councils. Adjuncts need to use their voices. Change is possible through our collective voice and bargaining. Our union is the strongest it has ever been since our founding in 2008, with over ninety

percent membership! We have outstanding leaders on our Executive Board and I am convinced that we will remain strong.

I have enjoyed much success in representing adjuncts since I became the Interim Grievance Officer in January, 2016. Lynn has asked me to remain as the Grievance Officer for the AFO; this is a role that has given me tremendous satisfaction. I am proud to say that the AFO has achieved a working relationship of mutual respect with Administration. This relationship enables us to address and resolve issues in a constructive manner. Don't hesitate to contact me with any questions regarding our contract or any possible violations.

In closing my last newsletter article as your union president, I want to express my gratitude for the opportunity you've given me to serve as your elected leader. My life has been enriched by this experience, and I will remain a committed member of the Adjunct Faculty Organization. Thank you.

Adjunct Senators

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|--------------------------------|------------------------|
| At-large Representative | William Norris (2017) |
| Business & Computing | TBD |
| Communications | Valerie Cullin (2017) |
| Counseling & Advising | Deb Glaser |
| Health Science | Pamela Aue (2017) |
| Industrial Technology | Martin St. John (2017) |
| Math & Science | Ghassan Hussein (2017) |
| Social Science, Arts & Fitness | Mark Evans |

AFO Office Hours

The AFO Office is in Room N-004 on the lower level of the Campus Safety Building

**Tuesdays: 9:00—11:00 am
12:30—5:00 pm**
**Thursday: 9:00—11:00 am
3:30—5:00 pm**
Friday: By Appointment

If you need immediate assistance and the office is closed, call 313.845.9707.

The Hawk's Nest

By Valerie Cullin

Recently, HFC has extended some additional help to our students in the form of a food pantry called the Hawk's Nest.

Students need to meet a specific "need criteria", which includes being enrolled in at least one credit for the semester and have a valid student ID card with photo. The student can then receive food from the Hawk's Nest once a week over a period of each month or no more than four visits per each month total. Students even receive canvas bags to put their groceries in so they do not have to buy their own.

The Hawk's Nest welcomes donations from individuals as well as community organizations to keep their shelves fully stocked with food for students. Your Adjunct Faculty Organization Executive

Board made up of Valerie Cullin; Recording Secretary, Cedric Knott; Treasurer, Sherry Morgan; Financial Records Secretary, Lynn Boza; Vice President, and Mary Beck, President, agreed at the August Executive Board meeting to donate \$500 to the Hawk's Nest on behalf of the adjunct instructors at HFC.

The Hawk's Nest not only allows a student to receive help, but it may even alleviate added stress and anxiety that a student may have if they do not have food to eat for themselves or for their children. Additional anxiety can lead to someone missing class or assignments and possibly not passing a course.

Unfortunately, the majority of our student body is unaware of this additional help, and they have not taken advantage of the program. We urge all adjuncts to

take a few minutes out of their class time to mention this program to their classes so that every student at HFC who is in need of it can utilize it.

So, please help and support this great program at HFC by just mentioning the program to your students. If they need the assistance, you can direct them to The Hawk's Nest in the Andrew A. Mazzara Administrative Services and Conference Center, (ASCC), which is Building L., M-F 10am-1pm and 4pm to 7pm in the evening. These are fall and winter semester hours. Once there, they can speak with someone who will tell them what they need to do to be a recipient of the food at the Hawk's Nest.

The Adjunct Faculty Organization News

is the official newsletter of:
The HFCC Adjunct Faculty Organization
American Federation of Teachers Local 337, AFL-CIO
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AFO Executive Board

- **Mary Beck, President**
- **Lynn Boza, Executive Manager and Vice President**
- **Mary Beck, Chief Grievance Officer**
- **Cedric Knott, Treasurer**
- **Valerie Cullin, Recording Secretary**
- **Sherry Morgan, Financial Records Secretary**

Contact any Executive Board member by office telephone, email, or by sending a letter through interoffice or U.S. mail. See contact information above. The AFO Executive Board has an open meeting policy for *AFO members only*. Between September and May, the Executive Board meets one Friday a month.

Our office is located on the lower level of the Campus Safety Building, N004.

**Fall 2016
General
Membership
Meeting
Friday, October 21
3:30 p.m. in K-11
(Lower level of the Reuther
Liberal Arts Building)**

