



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

# Adjunct Faculty Organization News

HFCC-AFO AFT Local 337 AFT, AFL-CIO
March, 2017

## Looking Back and Moving Forward

By President Lynn Boza

### Greetings AFO members!

As I begin my term as President, I am reflecting on where we are as a union and contemplating where we want to go. HFC's Adjunct Faculty Organization (HFCC-AFO) began in 2008. Adjunct faculty formed the HFCC-AFO, an affiliate of the American Federation of Teachers, with a 337 YES, 41 NO vote in favor of the union. This gives you an idea of why we are AFT Local 337.

The presence of an adjunct faculty union continues HFC's long history of having a labor organization representing college faculty. The first AFO contract was finalized in April, 2009 and covered 2 years and the second was finalized in May 2011. The current contract was initiated on March 22, 2013 – and continues until August 19, 2017. In addition to existing contract provisions, *Letters of Agreement* have been added to cover certain working conditions and terms of employment. Since adjuncts have organized at HFC, they

**Winter 2017  
General Membership Meeting  
Friday, April 7 @ 3 p.m. in K-11  
(On the lower level of the Reuther Liberal Arts Building)  
See page three for full agenda**

have seen raises in pay which were a percentage higher than raises seen at neighboring 2-year colleges. While we have gained ground, ***we want to move forward and increase our pay rates in the next contract.*** We also made gains in funding for professional development, a personal leave day, and funding for training and participation in a mentoring program for newly-hired adjuncts.

Shared governance is the set of practices under which college faculty and college staff participate in significant decisions concerning the operation of their institutions (AFT Higher Education, 2006). A big step forward was made when the AFO gained recognition for adjuncts in shared governance matters. Adjuncts are now elected to the Faculty

Organization and the Faculty Senate. Several standing committees have changed their rosters to include adjunct representation. Adjuncts are also welcome on Continuous Process Improvement (CPI) teams. Most divisions have adapted division policies giving us representation in division-level governance. Another gain is that ***people are compensated for such participation.*** As adjuncts, our unique perspectives can lead to better

Continued on Page 3

### Inside this Issue:

Looking Back and Moving Forward	1, 3
New Hire Mentor Training	2
Rollie Hopgood Scholarships	2
Professional Problems Committee	3
AFO Founders' Scholarship	4

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# New Hire Mentor Training

By Edgar F. Johns

Did you know that under the terms of the bargaining agreement between the AFO and HFC, newly hired adjunct faculty are assigned a mentor to help them navigate their first two to four semesters? Senior adjunct faculty have an opportunity to complete a four-hour training to become mentors. Once trained, they are eligible to take newly hired adjunct faculty “under their wings” and guide them to become seasoned and effective instructors.

The New Hire Mentor Training was originally developed through a committee representing the AFO, HR, and administration. Lynn Boza assumed lead responsibility in developing training materials and trained all of the senior

adjunct faculty. Since Fall semester 2012, approximately 115 senior adjunct faculty have been trained to serve as mentors.

In January, I assumed the role of New Hire Mentor Training Coordinator to carry on the responsibilities of training and coaching adjunct mentors. I’m working with Lynn Boza, Adam Cloutier, and Deborah Smith to update the training materials and will be conducting the first training in March.

I will be working closely with the associate deans and academic coordinators across campus to help implement adjunct mentoring within all divisions and departments.

In a recent meeting with Dr. Nealon and the associate deans, he expressed a goal of

translating the mission of HFC to the classrooms. Some elements of the Mission include “providing outstanding education,” empowering learners, and “anticipat[ing] and respond[ing] to the needs of our stakeholders, exceed[ing] their expectations and serv[ing] the public good.” He believed that the mentors could serve a pivotal role in guiding the adjunct faculty to fulfill these goals. Nealon also made the point that it is the adjunct faculty who are often the primary contact students have on a day to day basis with the college.

I’m looking forward to delivering the first New Hire Mentor Training this March (March 21 & 28 from 4-6pm). I’m also looking forward to meeting with the faculty and learning from

## AFT Rollie Hopgood Scholarships

By Sherry Morgan

AFT Michigan has three eligibility categories of the “Rollie Hopgood Future Teachers Scholarship Award” for qualifying individuals.

1. Graduating senior of an AFT Michigan high school with the goal of becoming a teacher.
2. AFT Michigan PSRP dues paying member enrolled

(full– or part-time) in a teacher certification program at a college or university.

3. AFT Michigan dues paying member’s son(s) and/or daughter(s) who is a graduating senior with the goal of becoming a teacher.

We have applications for these scholarships in our office. Come by the Campus Safety Building, Room N004,

to pick one up.

Applications must be received in the AFT Michigan office by 4:00 p.m., June 5, 2017 or postmarked by Midnight June 5, 2017.

Mail applications package to

AFT Michigan Scholarship Committee

2661 East Jefferson Ave.  
Detroit, MI 48207

# The Professional Problems Committee

By Valerie Cullin  
AFO Vice-President

## How Can Adjuncts Be Involved?

The Professional Problems Committee, (PPC), is an official Senate committee made up of full and part-time faculty who volunteer to participate in reviewing problems that are brought forth from any member of the College Organization, the College Senate, or by the College President.

The PPC is chaired by full-time faculty member Michael Hill who is an English instructor in the Communications Division. Their goal is to take the issues that are presented to them and constructively

analyze and investigate solutions that will benefit not only all faculty but the student body as a whole.

I personally presented an issue to them late in September of last year, and they have since been in the process of collectively investigating the issue and working on a solution to be presented to the Senate this year some time.

Anyone can attend a PPC meeting and anyone can present an issue of concern. Simply contact Michael Hill, the chair, and query him regarding your issue, and he will respond with his suggestions to you on how to prepare to present the issue to the PPC. The PPC meets regularly in the Ghafari

Conference Room on the first floor of the Technology Building on the second Tuesday of each month at 3:00 pm.

We as adjuncts need to take the time to make our voices heard within the HFC community. It is something we have fought hard to win, and we care about our students and our roles at HFC enough to actively participate in the betterment of our environment as faculty and for our students to succeed.

So, please consider contacting Michael Hill at

## Boza, Continued from Page 1

policies and by participating in governance we can enhance our own careers. ***Our present challenge is to stay committed to governance and step forward when asked and when we are needed as representative contributors.***

In April, the AFO will begin contract negotiations with Henry Ford College administration for the 2017-2021 contract. We have surveyed adjuncts, so we now have an idea which issues are most important to our member-

ship. The bargaining team will be in close communication with representatives who volunteered to share information in each Division.

We aim to ***grow our wages*** and improve our working conditions. We also continue to demonstrate our commitment to students, the college community, and the community at large with our scholarship programs and community involvement. Thank you for your continued support of our Adjunct Faculty Organization! As a strong,

### Agenda

**General Membership Meeting  
Friday, April 7 2017  
3:00 p.m.—K11**

**Reuther Liberal Arts Building**

- **Welcome**
- **Status of AFO 337 and union affairs**
- **2017-18 FY Budget**
  - **Discussion**
  - **Motion for approval**
- **Bargaining Survey Results**

**The general membership meeting is the legislative body of the AFO. Make your voice heard by attending this important meeting!**

**Only members of AFO are welcome and encouraged to attend the meeting. Non-members, including agency fee payers, may not attend the membership meetings.**

# Think Spring



## **AFO Office Hours**

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

**Monday 9:00—11:00 a.m.**

**Tuesdays: 10 a.m.—3 p.m.**

**Wednesday: 9:00—11:00 a.m.**

**Friday: 9:00—11:00 a.m.**

**Also By Appointment**

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

## **HFCC-AFO Founders' Scholarship Fund**

By Sherry Morgan

The HFCC-AFO Founders' Scholarship Fund, a 501(c)(3) non-profit corporation, established by the Henry Ford Community College Adjunct Faculty Association (AFT Local 337) plans to award at least two \$1,000 scholarships in the memories of AFO founding fathers, Joseph A. Sorokac, Jr. (for the eighth year in a row) and Peter J. Grant (for the seventh year).

Through the generosity of our supporters, the fund has awarded 20 scholarships since June of 2010. Pete and Joe would be proud of our efforts to provide college funding for our members and their dependents.

The scholarships are intended to assist a deserving AFO member in good standing, or a dependent, including grandchildren, of an AFO member in good standing. The scholarships can be used to offset the cost of tuition, fees, and books at any Michigan college or university. Previous applicants, including previous scholarship winners, are encouraged to apply again this year. Beginning in April, you will be able to find a link to our on-line application. You will find the link on the AFO website ([hfcc-af0.org](http://hfcc-af0.org))

If you would like to donate to the fund, please make out your check to the HFCC-AFO Founders' Scholarship Fund and mail it to the following address.

**HFCC-AFO Founders' Scholarship Fund  
P.O.**

**Heights,**

**Box 204  
Dearborn  
MI 48127**

