



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

Adjunct Faculty Organization News

HFCC-AFO AFT Local 337 AFT, AFL-CIO
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It's been interesting and challenging

By Mary Beck, AFO President

The snow has melted, the sun is shining and the warmer weather gives us hope of summer. It's also a hectic time of grading assignments, preparing final exams and posting grades as the winter semester ends. To our members who teach spring classes, it's an especially busy time without a break between semesters. The majority of adjuncts, however, are not teaching in the spring and this newsletter serves as our last major source of information until the fall semester. I'd like to give a brief recap of AFO news before you enjoy your summer plans.

The ratification of our new four-year contract is the most significant news for adjuncts. The Board of Trustees approved the contract on March 18 and publicly thanked the AFO for working with the Administration and the Board of Trustees as HFCC faces a large deficit. We used online voting for the first time through VoteNet, a company with a reputation for secure and confidential ballots. Our contract was approved by 87% of those who voted. Thank you to all who participated in this process. We appreciate your interest in our union and always value your feedback. You can find our new con-

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tract on our webpage: hfcc-afco.org. Union security has been established for four more years.

The AFO has been busy working with AFT and other unions in protesting Right to Work (for less) law that took effect on March 28th. **Doris Toney** has been involved with AFT Michigan by attending regional meetings to develop an active response to the new law. **Tom Anderson** and I joined other union brothers and sisters in a candle light vigil at the UAW Hall on Telegraph Rd. in Taylor. The theme "Right to Work is Temporary, Solidarity is Forever" will be demonstrated throughout Michigan this year and until the next election.

Our adjunct mentoring program is off the ground and running. We expect nearly all new adjuncts in the fall will be assigned to a mentor as nearly 40 senior adjuncts have completed the training program. A com-

mittee has been formed and has begun working on the adjunct evaluations, as required by our contract. Along with HR and two Associate Deans, the AFO is developing a fair and consistent adjunct evaluation program. This will require research, collaboration and deliberation in order to have a program that will benefit and HFCC. Thanks to **Lynn Boza**, a senior adjunct from Counseling, for leading the effort in developing both the mentor and evaluation program. Her knowledge and expertise, along with her sunny disposition, has been invaluable.

We continue with our efforts to become more fully integrated into the College community and shared governance. Following the Technology Division's decision to invite all adjuncts to Division meetings, we received reports that the meeting was

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We wish you a safe and enjoyable summer



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AFO member spotlight

Retiree imparts business knowledge

Retirement is a huge milestone. "As in all successful ventures, the foundation of a good retirement is planning." –

Earl Nightingale. After retiring from Ford, **Ron Emeigh** moved immediately into teaching at two colleges. While employed at Ford, he had a passion to teach and often held positions with a substantial teaching component. The other college that Ron worked for, over time, began to seriously restrict instructor autonomy through bloated syllabus requirements. He no longer teaches at the other college.



Ron teaches Principles in Management, MGT 230 and Supervision and Team Building, MGT 231. He appreciates the trust and flexibility HFCC places in its faculty to develop syllabi, modify teaching methodologies, and implement best practices to engage students. "Adjuncts bring unique skills to help community colleges prepare students to be valuable contributors to the workforce and society," said Ron. "We translate theory and principles into applicable life experiences that prepare our students to compete in the global market."

Respect for AFO

During his Ford career as Strategy Manager in International Financing Operations, Ron had always worked on the management side; he had never been in a union. He recalls his initial resistance when

the AFO was organizing. Ron said, "There would not be a need for unions if management shared the distribution of wealth and labor properly and reasonably." Many are familiar with the adage, 'Find a need and fill it.' When Ron realized the AFO would be successful in its organizing efforts, he decided to lend his expertise to the union.

Serving on the Finance Committee, he has assisted with accounting for member funds and helps with annual auditing and financial reporting. Also, Ron has lent his expertise to the Business & Economics division, where he has provided input in course master development. During our discussion, it was apparent that Ron has a sincere passion for teaching. Having retired from Ford, he is among the few adjuncts who are fortunate to have a pension. "I will never see myself as fully retired. I want to stay active mentally for as long as I'm able," he said. "Having purpose and vision during retirement is one of the most important determinants of mental, social, spiritual, and physical well-being in later life." – *Harold G. Koenig*

Doris Toney

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AFO Executive Board

- **Mary Beck, President**
- **Thomas Anderson, Executive Director, Vice President, Internal Affairs, Chief Grievance Officer**
- **Doris Toney, Vice President, External Affairs**
- **Cedric Knott, Treasurer**
- **Lynn Boza, Recording 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 on the first Friday of the month at 2 p.m.

Our office is located on the lower level of the Learning Technology Building, A004.



Women's Recognition Luncheon

Mary Beck was recognized at the luncheon for her contributions to HFCC students and staff. She began her teaching career at the College in 2004, when her three daughters left home. After a few years of teaching, she helped organize the union for part-time faculty in 2007 because she "found it impossible to remain silent when there are issues of injustice." She implemented change and sought a greater recognition and inclusion of adjuncts, better working conditions, greater job security with a seniority system, and above all, *respect*. She believed these changes would improve the quality of education for HFCC students. Mary served as interim president during the negotiation of the first contract and was subsequently elected president. She served in that capacity during the organizing phase, receiving no compensation while working as much as 20 hours a week—a "labor of love." Today, Mary receives a part-time salary.

A few of her many activities and accomplishments at HFCC include development of the HFCC-AFO Founder's Scholarship and the Adjunct Mentoring Program, acquisition of an indemnity health plan and dental group plan for adjuncts, service on the HFCC Presidential Search, membership on the Adray Golf Tournament Committee, and panel presenter on adjunct evaluations at the 2011 AFT Higher Education Conference. She is a member of the American Psychological Association, Michigan Association of Professional Psychologists, Psychologists for Social Responsibility, and Board of Advisors of Apex Behavioral Health.

As a founder and president of AFO, Mary Beck has had a tremendous impact on bringing adjunct teachers out of the shadows and into the light of participation in the College community. She has fought for adequate work space, access to governance, or, most important, the respect due to professionals. Indeed, she wants respect for all adjunct teachers. As President, she has made sure that the union's presence is known through our participation in campus-wide events. She maintains her leadership work as president despite her class and work load.

Mary is courageous in the face of opposition. She took the risk of alienating divisions and departments by writing a "report card" of the College divisions' efforts to promote adjunct inclusion in governing issues. In writing her piece, she did not hesitate to state her truth about the adjunct situation at the College. As a result, we have seen some doors begin to open to welcome adjuncts as respected colleagues.

Without the leadership of Mary Beck, this union would never have happened. She is a leader extraordinaire.

Nancy Owen Nelson



Interesting & Challenging (cont.)

well attended by adjuncts. We encourage this inclusiveness in all Divisions as a way of recognizing the contributions of adjunct faculty and strengthening the College.

As we prepare to end the semester, I want to give a final reminder to read your HFCC emails. This is the primary method of communication. A number of adjuncts missed the opportunity to vote on our contract because they hadn't opened their emails. It is also important to keep updated on information from Divisions. You can program your HFCC emails to be forwarded to another email account if it might be more convenient for you. A final reminder, please don't forget to enter final grades in a timely manner. Check your emails from the College on the date and process for entering final grades.

On behalf of the AFO Executive Board, we wish you a restful and enjoyable spring and summer. To our members who may be retiring or pursuing other interests, we extend our best wishes. For our returning members, please consider becoming involved in your division and in our union. Your participation makes our union stronger and improves HFCC.

In unity,
Mary Beck

AFT higher education conference

San Diego, March 2013

I wanted to share a few highlights from the AFT higher education conference in San Diego, California, held March 8-10, 2013. Highlights consist of workshop discussions about student debt and the importance of identifying community allies to build stronger movements within higher education.

Excerpts from workshops: “Tackling the Education Debt Problem at the Local Level.” Student loan debt is getting out of control. Tuition is increasing yearly, forcing students to take on more debt with fewer scholarships and grant opportunities. Many students applying for scholarships, grants, etc. either don’t have the grade point average (GPA) or their income level is too high to qualify for a grant. Other countries (i.e., England and other Western Europe nations) offer free education with a higher tax consequence for the citizens. There was also discussion about the United States taking a position of pardoning all student loan debts for those who have graduated and did not take advantage of the system by using loans to meet daily expenses. The U.S. has bailed out nations; perhaps interest free loans should be a top option.

Finally, in another workshop called, “Creating a Community Engagement Plan for Your Local: Mapping and Power Analysis,” the focus was on right to work and creating allies. Within our community, we must determine which interest groups and organizations can help us build a social movement within higher education. The greater the movement, the more influence we can have in the political arena. Shared values are essential for both AFT and higher education’s future growth. Instead of fighting to dissolve the ‘Right to Work state,’ a plan must be in motion with a solution (i.e., collaborating with local business leaders and law makers, etc.) that would benefit everyone.

Cedric Knott, Ph.D., CFE



AFO Office Hours

The AFO Office is in Room A-004 on the lower level of the Learning Technology Building

Mondays: 9:45— 3:45
Tuesdays: 9—1:15 pm
3:30— 5 pm
Wednesdays: 9—4:45 pm
Thursday: 9—11 am
3:30—5 pm
Friday: 10—Noon

If you need immediate assistance and the office is closed, call 734.516.6887.