

Adjunct Faculty Association

October 2012

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What is the AFA?

The AFA is *your* union. It protects and fights for the rights of all adjuncts covered under the bargaining agreement between the college and the AFA (anyone teaching at least six LHE's in any one of three semesters).

Notes from the Autumn Membership Meeting

We had record breaking attendance at this term's AFA dinner at Riggio's on Sept. 30th. Nancy Prendergast Assistant Vice President, Academic Affairs and Dean of the Skokie Campus, and Tom Hamel, Vice President, Academic Affairs, were guest speakers. New adjunct



As many of our members have expressed anxiety about the upcoming evaluation process, Nancy and Tom were invited to provide answers to our questions.

Why now?

- the in-class evaluations were triggered by the accreditation mandates.

Who is evaluated?

- both full-time faculty and part-timers.

With what?

- full time and part time faculty evaluation forms are the same.

By whom?

- by department chairs, coordinators, division deans, and other administration, all trained to evaluate consistently and fairly.

When?

- during a teacher's 5th semester, 10th semester, and every 5th year thereafter.
- new adjuncts will be evaluated during their first semester

Concerns were raised as to the relationship between the evaluations and the continuing eligibility requirement. According to Nancy, the new evaluations provide a framework for continuing eligibility possibilities. Deans will create a "menu" of opportunities that would fulfill the requirements.

When asked if continued employment would depend on the evaluation, Tom emphatically

stated, “NO.” However, it was made clear that the evaluation could be used to commence remediation.

New Position Created

A new created position, the new Assistant Dean of Academic Affairs, has been posted by HR. This dean will report directly to Tom and will work with division deans and chairs to “spirit the (evaluation) process” along. Since the position directly involves adjuncts, the AFA hopes that some of you will consider applying for the position. Who better understands adjuncts than we ourselves? The position will be open until October 15.

Knowledge of Technology Urged

A final observation from the discussion at the meeting: there will be an increased emphasis on the use of technology in the classroom. Lack of knowledge of new technology and its effective use could be held against a teacher.

Check Oakton’s Center for Professional Development office for a wide variety of workshops available to increase your technical skills.

Amendment 49 Up for a Vote

Amendment 49 to the Illinois Constitution will be up for a vote this November. Your AFA recommends that you vote NO.

Amendment 49 would overrule the current Illinois Constitutional

protection against eliminating or reducing earned benefits, such as pension for state retirees who by current state law cannot receive Social Security. This provision is tucked away in the last sentence of the whopping 700 word long document. Vote NO on this amendment that will make our ability to fight for fair contracts much harder!



New Contract for Harper Adjuncts

A four-year contract has just been signed by the Harper College board and the 500 member adjunct faculty union. The contract includes pay raises between 2 and 3% which will be partly tied to inflation. We congratulate them.

Negotiations coming up

Next year, your union representatives will begin bargaining for you to get the best possible adjunct faculty contract. This is your union, and this will be the contract you live with for several years. If you have thoughts or suggestions about what your negotiators need to bargain for, please contact Bev Stanis, chair of the negotiating committee, before November 1.

Continued Eligibility

If you are up for “continued eligibility, pay attention to any e-mail reminders. Every 5 years, we need to submit a report on our professional development activity to our dean and chairs. We recommend that you discuss what professional development is acceptable with your chair. When you are ready, send copies of everything to Nancy Prendergast, the Chairperson of your division, head of your department, and your coordinator.

Represent your Union!

The college is often looking for people to serve on various committees. It would be great if adjunct faculty were represented. If you are interested in serving in this way, let Barb Dayton know, and she will forward your name when the opportunity arises.

Another opportunity to make our presence known in the wider college community would be to attend OCC board meetings. The Board meets at 7:30 p.m. in the Board Room 1506; the next few meetings will be on Oct. 16, November 13, and December 11.



Take your place at the table!