



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

Adjunct Faculty Organization News

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

News from the President

By Lynn Boza

As the leaves begin to fall we find ourselves in the middle of autumn and the Fall 2017 semester. It's time to reflect on achievements and future endeavors. I will be addressing four issues of interest below.

2017-2021 Financial Gains:

Our new contract is in place and financial gains include a 12% wage increase, that is, 3% each year for the next four years. Tuition at HFC will be reimbursed for adjuncts and their immediate families at the going rate of in-district tuition for 6 credits per semester. Increased funds for professional development are available, along with paid leave time for jury duty. Negotiations were intense and the resulting wins are significant.

Governance:

As we review our recent gains, let's not forget our past achievements, namely our role in governance. When adjuncts were first able to participate on various governing bodies and college committees, we made a collective

statement by enthusiastically joining these groups. As time goes on, we notice a decline in adjunct participation. I encourage you to consider engaging in governance activities. We need to continually make our presence known and our voices heard.

Political Action:

Local elections take place on November 7th. You are encouraged to research your local candidates thoughtfully and exercise your right to vote. As you ponder your choices and make your decisions, remember HFC is a public institution and we are all public school employees.

Class Assignment and Cancellation:

Class assignment and class cancellation has been the biggest issue and the chief complaint I received from adjuncts over the past 2 semesters. I continue to make college administrators aware of this issue and how it affects the morale of HFC adjuncts. The AFO also initiated several formal communications

with administration threatening escalating action if our contract is not followed.

Winter Semester: The old class assignment system will continue.

Spring Semester: The new process, outlined in the current contract Article XVI will begin. The old class assignment process is found on the AFO home page as a line item link. The revised process is found in the body of the 2017-2021 contract and a link to the new contract is also found on the AFO home page. (www.hfcc-afco.org)

Spring letters from Human Resources: Each year the College sends out letters indicating that senior adjuncts have a reasonable expectation for employment during the next academic year. Remember to save your letter.

In closing, I enjoyed hearing from so many of you, with both questions and comments. Please continue to communicate with all of the AFO Executive Board. This is a member organization. This is your union!

Fall 2017
General Membership Meeting
Friday, October 20 @ 330 p.m. in K-11
(On the lower level of the Reuther Liberal Arts Building)

Inside this Issue:

News from the President	1
Fact Sheet	2, 4
Experian Security Breach	3
Improving your Adjunct Experience	4

Congratulations to the 2017 AFO Scholarship Winners

By Dorothy Pelton

Alexis Bowman heads to Michigan State University to pursue her career goal—FBI Special Agent. She comes from a long line of family members steeped in law enforcement and is determined to follow in their footsteps. Alexis is aware her vision may not be easy and is resolute toward working her way to obtaining a bachelor's degree in criminal justice and through a master's program in criminology prior to submitting an application to the FBI Academy in Quantico, Virginia. Admittance to the FBI Academy will further equip her with the training and skill set required to reach her ultimate goal.

During high school, Alexis participated in numerous extracurricular activities including freshman mentorship, student council, soccer team member; as well as, working with special



needs students throughout the school day and coaching an elementary student's soccer team. She successfully matriculated her high school years and held an outstanding academic record, while balancing a variety of part-time employment opportunities.

The Scholarship Board joins her Mother, Kristen Walker, in congratulating her as the 2017 recipient of THE JOSEPH A. SOROKAC MEMORIAL SCHOLARSHIP. We wish her much success.

Oussama Ajeri, did not know a word of English in the sixth grade. Today he is fluent in speech and composition with an



outstanding academic record. He is a very versatile individual with a wide range of interests and a unique ability to adapt to changes. The course of study Oussama pursued during his two years at Henry Ford College

was a cross-section of topics in various areas of concentration including science, math, engineering, humanities and numerous honor directed studies. He was President of the International Student Organization, Vice President of Amnesty International, and Secretary of the Phi Theta Kappa Honor society.

Now Oussama heads to the School of Engineering at the University of Michigan in pursuit of a degree in software engineering that will provide the skills and experiences necessary to establish his own start-up company. While at U of M, as it was at Henry Ford College, he will blend academic studies and employment opportunities in order to meet tuition, textbooks and related college expenses. This award will give him a boost in reaching his goal.

The Scholarship Board joins his father, Sidi Ajeri, in congratulating him as the recipient of THE 2017 PETER J. GRANT MEMORIAL SCHOLARSHIP. We wish him much success.

Fact Sheet: Adjunct Faculty Nationwide

By Valerie Cullin

As adjuncts, we tend to live in a microcosm of a few colleges or universities in which we instruct and forget about the vast number of adjuncts around the country who are teaching the same subjects and dealing with the same type of issues on a daily and weekly basis. With the increase each year in employment for adjuncts in the United States, the American Association of University Professors has compiled a "fact sheet" of commonalities among adjuncts nationwide:

- Over 50 percent of faculty in higher education have part-time status

- The majority of part-time faculty teach the equivalent of a full-time course load
- It is common for part-time faculty to commute between multiple colleges and universities, use additional hours of preparation time for each course, and still take time to meet with students for additional help with content.
- Over 30 percent of part-time adjuncts claim to have three weeks or fewer to prepare at the beginning of the semester.
- With very few exceptions, part-time faculty does not have access to health insurance or re-

tirement plans through the university or college that they teach.

- Nearly 40 percent of part-time adjuncts receive a regular salary increase when a union is present in the workplace while less than 13 percent receive salary increases in non-union environments.
- When a union is present in the workplace, part-time adjuncts received more resources and overall academic support including professional development.

It is encouraging to know that many part-time adjuncts across the country share in the same struggles. It is also of note that we are

Experian Security Breach and How to Protect Yourself

By Valerie Cullin

In late May, Equifax experienced the largest security breach in its history. Half the population of the United States as well as some Canadian citizens were affected. The odds are some adjuncts, like myself, were affected and private information including social security number, driver license number, and all credit card number information was compromised. If you would like to check to see if your information was compromised, you can do the following:

Go to equifaxsecurity2017.com and click on the tab in blue letters that says, "Potential Impact." This will take you to another page.

On this page, follow the three-step directions to check if you were impacted by the security breach and your personal information was hacked.

From there, you have several options:

Call all three major credit bureaus--Equifax, Experian, and TransUnion--and have them

"freeze" your credit. Why? Because the threat of identity theft is not just about the next few weeks but will more than likely occur within the next year. This way, if your information is being used such as your social security number, driver's license, and any credit card numbers, the institution where they will use the information is alerted to fraudulent activity immediately and they will not go forward with the loan application or credit card purchase. Keep in mind that before you do this, you must ask about any ramifications of credit freezing for you if you plan on applying for a loan or credit cards in the near future.

You also must decide whether you want to take advantage of Experian's offer of identity theft protection and credit monitoring for one year. You will receive emails in regard to this if you have already checked to see if you have been impacted by this breach.

There is also an alternative to dealing with Experian. Each year, we are all given the opportunity to have a copy of our credit report

sent to us free of charge either by viewing it solely online or having a hard copy sent to us. Sign up through Equifax for a free credit report or several other sites that now offer free credit monitoring such as creditkarma.com. You only have to create a free account and you will have instant access to a current credit report and constant monitoring. On some sites including Experian, you may not be able to view your current FICO score without paying an upgrade to view it. This is optional information that is not directly related to the hack, so this is strictly up to you.

Whatever you choose to do, make sure that you monitor your bank account and credit card purchases every 24 to 48 hours for at least the next three months so that you can immediately contact the institution and have the charges reversed and/or disputed and you will not be responsible for the charge and more seriously, so it will not affect your credit score.

AFO Executive Board

- Lynn Boza, President
- Valerie Cullin, Executive Manager and Vice President
- Edgar Johns, Chief Grievance Officer
- Cedric Knott, Treasurer
- Margaret Green, 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.

AFO Office Hours

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

Monday 9 am—10 am
11 am—12 pm
Tuesdays: 10 am—3 pm
Wednesday: 9 am—10 am
11 am—12 pm

Also By Appointment

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

Improving Your Adjunct Experience: How can You be a Part of the Conversation?

By Valerie Cullin

Adjunct unions across the country have won nearly 90 percent of their elections. In terms of individual institutions, this is approximately 35 colleges and universities that now have part-time adjunct unions on their campuses since 2014. With the ever-increasing rate of adjuncts in higher education, colleges and universities need to understand the role that adjuncts play in the success of their institution as a whole. Part of that understanding has to do with the union itself and how relations with adjunct unions and administration need to be strong, respectful, and authentic in understanding their needs and forging common goals.

How can we start the conversation?

We are at the head of the pack when it comes to the adjunct labor movement in terms of beginning the dialogue. We received governance opportunities several years ago at HFC, and that has included a say in curriculum development with the inclusion of adjuncts on committees that focus on this topic. We are also included on search committees for new faculty or administration which is not a common occurrence among most colleges and universities.

But the conversation must continue at HFC as it has around the country in seeking a better quality of academic community among full-time and part-time faculty which may exist in small circles and divisions but does not necessarily exist college-wide. The administration can address the issues of inequality in ways that may seem small and unimportant but mean a lot to part-time instructors. For example, there are not college-wide dedicated areas for all adjunct faculty to meet with students and hold office hours in even a semi-private setting, nor is their dedicated space to organize their curriculum in a safe and secured place instead of having to transport it from classroom to classroom on a daily basis. This may seem like a small thing to many full-time faculty members and administrators, but I pose the question to them: What would you do with all the materials in your office if you had to carry them every day? These simple things when validated by administration with a positive solution breed a multitude of good morale among part-time adjuncts that leads to a more positive dialogue about the College in general as part-time instructors travel from campus to campus around the region.

This is one of the many ways in which a college's administration can look to integrate adjunct faculty into the college community as a whole and make them feel as if they are as respected and appreciated as full-time faculty.

How do unions and their members fit into the equation?

A labor union's job is to bring issues to the forefront of our thinking about American higher education and to the attention of the administration as it affects in no small part, student interaction with their instructors. As adjuncts and union members, we count on you to do your part to add to the conversation and contact the AFO with your suggestions about how your experience as a part-time faculty member can be improved at HFC no matter how mundane you may think it is. If it affects the student body and adjunct experience at HFC, then it is something to be discussed for improvement. Getting involved shows the administration that you care about being treated as an equal partner with the rest of the college community at HFC, and it only makes the College better as a whole and for the surrounding community.

Fact Sheet Continued from Page 2

proud to say that we can number ourselves among one of the strongest part-time adjunct unions in the country. We have also made gains in being on track nationally to offer more professional development support in terms of reimbursement

for seminars as well as tuition, which many adjunct unions are still fighting for. We are also on par with overall compensation having just negotiated a raise which will commence with September's paycheck. If you

would like to read more facts about adjuncts across the country you can go to <http://www.newfacultymajority.info/facts-about-adjuncts/>.