



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

Adjunct Faculty Organization News

<p>HFCC-AFO AFT Local 337 AFT, AFL-CIO</p>
<p>October, 2018</p>

News from the President 'Tis the Season for Change

By Lynn Boza

As autumn draws near, we experience the change of seasons. Most life-long Michigan residents enjoy the unique changes in our environment that mark each season. In our work environment, we see a change in leadership,--a new college president. President Kavalhuna is making himself visible by joining us in on-campus meetings and representing us off-campus to the community and to the Michigan legislature. In our Adjunct Faculty Organization (AFO) contract, we see changes that members embrace, like higher wages, more money in professional development and tuition reimbursement. We also see contract changes that cause controversy and concern, like the change in our class assignment process. In our communities, our state and our federal congress, we may see changes occurring in the next few months.

In the AFO wheelhouse, I am monitoring change in the class assignment process. In the April 2017 member survey, AFO members favored a system where seniority rules. The class assignment article in the 2017-2021 contract reflects this. The article lacks specifics about execution. A joint labor/management team developed an implementation process last spring. Recent AFO survey results show there is no significant difference between the number of people who embrace the new system and the number of people who would like to return to the former system. For winter semester, the School of Business-Entrepreneurship-Professional Development (BEPD) will test a new electronic system. If results are positive, Henry Ford College (HFC) programmers will develop a system to implement in all four

Schools. AFO officers, especially, Margaret Green and Sherry Morgan, continue to meet with Associate Deans, Faculty Chairs and AFO members to work out systematic implementation.

Please pay attention to your HFC email messages pertaining to class assignment. We want to harvest an effective implementation process by Fall 2019. Opportunities for you to express your opinions will continue.

In every context, how can we effect change so that our voices are heard? We do so by voting! We vote on our AFO contracts. We vote on our AFO and HFC surveys. We vote for officers of our clubs, organizations and our AFO union.

On November 6, we will have an opportunity to vote for elected officials. Voting is a constitutional right and throughout our American history, groups of people have fought to gain the right to vote. Will you be voting in the election on November 6? Will you be voting for change?

Fall 2018
General Membership Meeting
Friday, October 19 @ 3 p.m. in K-11
(On the lower level of the Reuther
Liberal Arts Building)

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HFCC-AFO Founders' Scholarship Fund Board Ends

By Dorothy Pelton, Chair

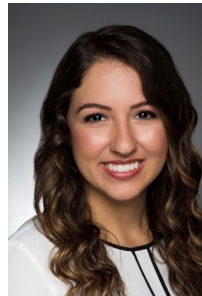
This Founders' Scholarship Fund Board was established in memory of Joseph Sorokac, Jr. and Peter Grant in 2010. Joe and Peter spent many long hours advocating and working for adjunct faculty union representation because they knew it would provide many benefits that would not be attained otherwise. Their untimely deaths occurred just as the union was established. Those who worked with them initiated the scholarship fund in their memory within the first year. It warmed the hearts of their families and the union began to acquire salary increases, insurance and leave benefits, seats on administrative committees....Every year (since 2010) a \$1,000 scholarship was awarded in each of their memories. A total of 25 scholarships have been awarded, including three this year.

Student enrollment, adjunct faculty, and contributions have declined substantially in recent years making it increasingly more difficult to continue the scholarship program. Also the Board realized that \$1,000 made a far bigger dent in educational costs eight years ago. These and several other negative impact factors encouraged the Board to increase the amount and the number of the scholarships, as we end the program. In this way, a greater impact upon the educational costs of three exceptional students who are children/grandchildren of AFO members, can be made. We believe Joe and Peter would agree. Three scholarships have been awarded—two for \$2,000 and one for \$5,000. The students introduced below are the last scholarship recipients memorializing Joseph Sorokac, Jr. and Peter Grant.

Evan Mazurek is a Divine Child High School Graduate entering his freshman year at the University of Detroit-Mercy. After he obtains his degree in nursing, he plans to gain some on-the-job experience before enrolling in graduate courses that will lead to a career in teaching health sciences. He maintained a 3.3 GPA and was an extremely active student throughout high school. He was Link Crew leader, Vice President of Business Professionals of America Club, member of the Health Club, Boys Varsity Soccer Team Captain, Summer Youth Soccer Camp Coach, and a member of the Boys' varsity Soccer team. He hopes to join Madonna's Boys soccer team. He is Allen Mazurek's son and the recipient of one of the two 2018 \$2,000 Peter Grant Scholarships.

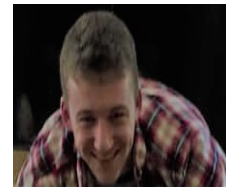


Layla Jawad is an honors graduate from Dearborn High School with a 4.2 GPA. She is enrolled in the University of Michigan's Ross School of Business. She, too, was a very active high school student. She was Captain of the Varsity Tennis Team, Secretary and Treasurer of the Business Professionals of America Club, Secretary and Vice President of the Arabic Club, Treasurer of Anti-Bullying Club, and National Business Honor Society Secretary. Through the Key Club Layla clocked over 300 hours of



community service. She placed second in the nation for her team event with the Business Professionals of America and fifth in the nation for Advanced Interview Skills. She strives to create a business that will improve people's lives in her community. She is the daughter of Lina Jawad and is the recipient of the Joseph A. Sorokac, Jr. 2018 Scholarship of \$5,000.

Jacob Mulcahy-Miller lives on his own, pays his bills and is working his way through



Madonna University while maintaining a 3.2 GPA. He serves as a first-year peer mentor at Madonna. With his counsel, freshmen students become accustomed to college life and find their way through the university's systems. You just might see him on Madonna's billboards around town welcoming first year students to the university. During the summer months, along with work and classes, he finds time to volunteer at a local ministry helping to feed the homeless. He has planned his path through nursing at Madonna, to an intensive care unit nurse position at one of the local, level-one trauma hospitals. With experience under his belt, he plans to complete graduate studies to become a critical-care-nurse practitioner. His plan is moving him closer to his goal, one step at a time. Evelyn Conklin is his grandmother. He is the second recipient of the Peter Grant 2018 Scholarship of \$2,000.

These are the members of the 2018 Scholarship Fund Board who have graciously dedicated

(Continued on Page 3)

Assessment-It is not *about* me, it is *for* me. (Beidoun, 2016)

By Cyndi Scheuer, Debbie Smith and Deb Zopf.

Henry Ford College cares about student learning. In fact, it is a primary component of the College's mission.

The Committee for the Assessment of Student Learning (CASL) has worked hard to design an assessment process that reflects each instructor's work with students. It involves three steps: Identify outcomes, gather information, and use information

for improvement. Instructors do this all the time and it is important to share this information with others.

CASL's work has two components: Program Learning Outcome (PLO) and Institutional Learning Outcome (ILO) assessment. If you teach a course that is part of a program, a program lead may contact you requesting information about student learning of a particular PLO or ILO. If you teach a course

that supports an Institutional Learning Outcome, a CASL representative may ask you to gather data on student learning of that outcome.

Please help us by gathering information from an existing assignment, discuss what you found out and suggest actions to improve student learning.

What is a PLO? Each program at HFC has a set of learning outcomes important for a student's success in the program. As an example, in the Physical Therapist Assistant Program, an outcome is: Provide appropriate instruction to the patient, client, and /or family based upon the needs.

What is an ILO? The College has five ILO's: Civil Society and Culture, Communication (Written and Oral), Computer Technology, Critical Thinking and Information Literacy, and Quantitative Literacy describe the expected knowledge, skills and behaviors of a graduating student.

AFO Executive Board

- **Lynn Boza, President**
- **Valerie Cullin, Vice President**
- **Edgar Johns, Chief Grievance Officer**
- **Lorena Bencsik, 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, N006.

Scholarships continued

their time and efforts to assure a successful 2018 scholarship program:

Mary Beck, (Secretary),
Bill Breger (Assistant
Secretary)

Tim Egan

Bill Norris, (Treasurer)

Greg Osowski

Donna Palmer

Maria Sepulveda

On behalf of Joe's and Peter's families, thank you to all who have supported the fund and a special thanks to all who served on the board over the past eight

years! This scholarship program has been successful because of everyone of you.



AFO Office Hours

The AFO Office is in Room N-006 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.

Welcome from the CTEI

By Pamela Stewart

Help us build a campus culture of inquiry and sharing as we seek to improve both teaching and learning in our classrooms. Jeff Morford, mathematics instructor, and Pamela Stewart, ELI/reading instructor, are collaborating as co-directors this year. We will use technology to facilitate quick communication and simple, self-service event registration.

Adjunct faculty are eligible to receive stipends for attendance at up to 12 sessions (\$25 per session). Here are some of our October Events:

Hawk Strikes sessions on Wednesday, October 10 and Thursday, October 11

Participants will share brief overviews of promising instructional changes or technology use in their classrooms. Plan to drop in either (or both) days to listen and/or share from 11:00 - noon in the Ghafari Room, E-123.

4 Rs - (W)'Rite it, Read it, Resolve it or Refer it on Wednesday, October 17

A roundtable-like discussion, participants will share and seek to resolve questions they have about campus resources. If you don't leave with an answer, you will leave with a path to pursue for that answer. Join us in L-115 from 3:00 - 4:30 pm.

Reading Apprenticeship Workshop on October 24

This session will address how anticipation guides can help build student motivation and resilience for reading. Meetings will build on one another, but attendance at all sessions is not required. This meeting will happen from 1 - 2 pm in room K-224.

CTEI Advisory Board meeting on Monday, October 29

All faculty are eligible and welcome to become walk-on members of our Advisory Board. We next meet in the Hackett Conference Room from 3:30 - 4:30.

For more information and links to register for these events, please join our CTEI 2018-2019 texting group! Text this code @f3244c to the number 81010 or join through the free app.

You can also view our calendar at <http://cteihappenings.com>.

Get off the Sidelines and Vote!

By William Norris

Michigan's K-12 public schools, which once led the country, have steadily fallen in state-by-state comparisons. Community colleges and universities continue to struggle with state funding reductions. **You can change that by getting off the sidelines and voting this November 6.**

AFT-Michigan has endorsed candidates and proposals on both the "front" and "back" side of the ballots who see public education as an investment in

the state's future and who support the labor movement, our families, and our communities.

After studying Gretchen Whitmer's record during her 14 years in the state legislature and Bill Schuette's 23 years in the state legislature, congress and as state attorney general, it was not hard for the AFT Michigan Administrative Board to reach the decision to endorse Gretchen Whitmer for Governor and Garlin Gilchrist for Lt. Governor. See AFT-Michigan.org for a complete list of endorsed candidates.

Important Election Dates:

October 9 – Last day for voter registration
November 3 - Last day to request an absentee ballot
November 6 – Election Day

