



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

Adjunct Faculty Organization News

HFCC-AFO AFT Local 337 AFT, AFL-CIO
February, 2018

News from the President

By Lynn Boza

Labor unions exist to collectively bargain wages and working conditions for an organized group of workers. The Adjunct Faculty Organization (AFO) was chartered by the American Federation of Teachers (AFT) and is affiliated with the American Federation of Labor-Congress of Industrial Organizations (AFL-CIO). There is strength in numbers.

You experienced the financial gains resulting from our 2017-2021 contract. Many of you are using the increased professional development funds and tuition reimbursement outlined in this contract. Many of you continue to take pride in contributing to the governance of Henry Ford College. These gains would not be in place if your local union were not fighting for these rights. Soon you will receive a refund of the mandatory 3% contributions

you made to the Retiree Health Care Fund between 2010 and 2012. This was possible because of the collective action of the AFT lawyers who were fighting this battle for you over the past few years.

So....if someone asks you why you belong to a union, you can tell them why!

Get Paid to Enhance your Pedagogy!

Sign up for a Professional Development Opportunity with the Center for Teaching Excellence and Innovation

- HFC 101: Faculty Orientation
- Book Club: What Is College For?
- Instructional Technology 3/16; 4/20
- Transferring Writing Abilities from English 131 to your Classroom 2/22
- How to Study Abroad 3/21

Every member of our bargaining unit may request up to \$300 per year for CTEI professional development at a rate of \$25 per hour. Contact CTEI@hfcc.edu for more information.

Janice Caie-Lawrence and Mike Hill, co-directors CTEI

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**Spring 2018
General Membership Meeting
Friday, March 23 @ 3 p.m. in K-11
(On the lower level of the Reuther Liberal Arts Building)**

Have a Career Conversation with Your Students

By Joyce Hovermale

Earlier this year I got an idea from the University of Wisconsin, my alma mater. A science teacher was announcing to each class of new students that he would hold a “Career Conversation” for 20 minutes after class once during the semester. This was totally optional for students. The instructor then shared about careers that touched on science, the experience and/or education needed, or further certifications students might want to consider. The concept was gaining ground beyond just the Science Dept. and other areas of the school were picking up on it.

As instructors you probably have a good handle on career paths within your program. Share them with your students. Even if your classes are General Ed classes, there are still careers that draw on those skill sets every day. If you are interested in having a Career Conversation with your

students, arm yourself with some data and resources to guide the conversation, and that students could use for further study. Here are some tools:

1. [Michigan Labor Market Information](#) – Select *Occupation* tab and begin typing in an occupation. A wealth of info, specific to Michigan, will appear. This covers number of openings, salary ranges, educational level of those in this job, skills needed, and more. You can even download and print for individual occupations.
2. [Workforce Intelligence Agency \(WIN\)](#) – They are a data powerhouse for SE Michigan. They’ve got in depth reports for each region and occupation cluster.
3. [LinkedIn](#) – They are known for helping you network, but their data offers you some unique insight. Search for

HFC and select the Student/Alumni tab. You can now see what alumni studied, where they work, and job titles. As faculty, why not select an area close to your program of study and see where you students are now. Students really love being able to see where alumni have gone and this gives them proven career paths. For a short cut, simply use the link on our careers.hfcc.edu page and it will take you right to the [Student/Alumni tab for HFC](#).

Just sharing your own career path will also help students to see that there are many options. And just because you start down one path doesn’t mean you must continue there. Offering students’ information and a listening ear will help them make informed choices.

Interim Treasurer Bencsik takes over from Knott

By Lorena Bencsik

After serving as AFO Treasurer for several years, Dr. Cedric Knott stepped down in November 2017. Being a strong supporter of the union, he made sure that our finances would still be responsibly handled. At a board meeting, Cedric nominated me, fellow accounting adjunct Lorena Bencsik, as Interim Treasurer to serve his remaining term (which ends December 2018). The board accepted the nomination.

As an employee of the Gaming Commission for the City of

Detroit, Cedric audits casinos’ books to make sure things are in order. He used that skill set and his attention to detail as the Treasurer to account for every union dollar.

I am an accounting consultant for a staffing agency, performing project work on client assignments. My experience is in non-profit, property management, and health care. I have performed the AFO’s annual financial review multiple times, and so I am already familiar with the union’s finances. I will maintain Cedric’s high standards of



monitoring and recording the organization’s financial operations.

James Lang's Top Books on Teaching

By Valerie Cullin

James Lang, a renowned professor of English and the director of the Center for Teaching Excellence at Assumption College in Worcester, MA, compiled a list of what he believes is currently the best reading for anyone involved in higher education.

The books that Lang suggests are in-tune with the multi-faceted and rapidly changing landscape of higher education, as well as addressing some of the issue of colleges exploiting adjunct faculty while they are in the process of change. They also, ultimately, all focus on the wide-ranging needs of college students for learning.

Lang does not, for purposes of modesty, include his own book among his list which is entitled, *Cheating Lessons: Learning from Academic Dishonesty*, which is available through Harvard University Press, and is a good place to start for professional development and a segue-way into just a sampling of the following books on teaching that he recommends:

1. *What the Best College Teachers Do*, by Ken Bain (Harvard University Press, 2004) This book focuses on field observations of teachers and research on motivation theory.
2. *Make It Stick: The Science of Successful Learning*, by Peter C. Brown, Henry L. Roediger III, and Mark A. McDaniel (Harvard, 2014). These authors from the field of psychology present an analysis of a multitude of research on how people learn.
3. *How Learning Works: 7 Research-Based Principles for Smart Teaching*, by Susan A. Ambrose, Michael W. Bridges, Michele DiPietro, Marsha C. Lovett, and Marie K. Norman (Jossey-Bass, 2010). Integral to this book is content presented as an overview of the most important elements of the teaching-learning transaction which involves motivation, mastery, and feedback to name a few that are covered.
4. *Why Don't Students Like School? A Cognitive Scientist*

Answers Questions About How the Mind Works and What It Means for the Classroom, by Daniel T. Willingham (Jossey-Bass, 2009). As the title suggests, the author focuses on cognitive theory and delves into the mind of students to try to understand their resistance to higher education and present some possible solutions to this dilemma.

5. *Teaching Naked: How Moving Technology Out of Your College Classroom Will Improve Student Learning*, by José Antonio Bowen (Jossey-Bass, 2012). This author's focus is in persuading those in higher education to develop the student-faculty relationship and level of educational interaction.

Read Lang's article in its entirety and read over the rest of the book list by going to the following website: <https://www.chronicle.com/article/Top-10-Books-on-Teaching/147015>

Scholarships up to \$5,000 Available for Members, Their Families & Grandchildren

By Dorothy Pelton

The Board of the HFCC-AFO Founders' Scholarship Fund is preparing to accept applications for the ninth annual Joseph A. Sorokac, Jr., and Peter J. Grant Memorial Scholarship beginning after spring break. The scholarships commemorate Joe and Peter, two of our founding fathers. The scholarships are intended to assist deserving AFO members in good standing, or family mem-

bers, including grandchildren. The scholarships can be used to offset the cost of tuition, fees, and books at any Michigan college or university. Twenty-two scholarships have been awarded to date. After spring break, look for the announcement in your college mail box, in adjunct offices and on-line providing details for applying.

Hopgood Scholarships

By Sherry Morgan

AFT Michigan has three eligibility categories of the "Rollie Hopgood Future Teachers Scholarship Award" for individuals whose future goal is to become a teacher. For more information, check AFT Michigan's David Hecker's Presidential Update email. The information is also on the AFO webpage.

Think Spring



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

Monday 10 am—12 pm
Tuesday: 10 am—3 pm
Wednesday: 10 am—12 pm

Also By Appointment

**If you need immediate
assistance and the office is
closed, call 313.845.9707 or
313.460.3631.**

Useful Resources for Educators and Students

By Valerie Cullin

With so much happening in the 21st century in the area of informational technology, it's no wonder that it is difficult to keep up with the most innovative sites for educational resources. Here are some sites where you can begin your educational resource search:

Teacher Resources

TeachersPayTeachers.com (<https://www.teacherspayteachers.com/Store/Teach-4-The-Heart->) The items on this site are not free, but it has curriculum content that is developed by teachers for teachers. There are curriculum items for higher education as well by subject.

Newslea ([https://newslea.com/-](https://newslea.com/)) Newslea is mostly free and gives current news events for teachers to use as discussion points in the classroom in a variety of categories including science, math, and social studies from The Washington Post, The Guardian, Associated Press, and Scientific American to name a few.

Procon.org (<https://www.procon.org/>) This site can be used effectively in a writing classroom as well as a history or sociology course. It gives the most current information on the "hot topics" of the day in medicine, politics, education, and science and gives both sides of each topic. It talks about public policy as well as the historical timeline of the topic itself. It also has a list of resources for each topic that students can explore for further information for their research assignments.

Desmos.com (<https://teacher.desmos.com/>) Graph functions, plot data, evaluate equations, explore transformations, and more math-related content for free.

WolframAlpha.com (<https://www.wolframalpha.com/>) You name it, this site has all of the subject matter you will need. It can be used to create tests or to break down the key points of a lecture. It has free components, but elements of this site are for pay in order to get the full measure of what it can offer.

Student Resource

Toodledo.com (<http://www.toodledo.com/>) Students can really organize their entire life through this site. It will help them to improve upon their organizational skills and be more productive. It allows a student to do the following for free:

- write long notes
- make custom lists
- create structured outlines
- track their daily habits
- collaborate with other students
- store and sync data to your devices

You can share more student-oriented sites through the following link where students will find dozens more to choose from:

<http://www.lifehack.org/articles/featured/the-ultimate-student-resource-list.html>

Please remember that we are a community of learners, so you are always welcome to share your knowledge about useful resource sites with the rest of the adjunct community. Simply send it via the U_ADJT@hfcc.edu email.