



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, 2010 Volume 4, No. 1</p>

Members Will Vote on Contract Priorities During Fall Membership Meeting

On-line survey beginning October 8 will give members chance to weigh in on second contract bargaining priorities

Fall General Membership Meeting
Friday, November 5 @ 3:30 p.m.
in L-311

(On the 3rd floor of the Liberal Arts Building)

Agenda

- Welcome to new members, welcome back to old hands
- State of the Union Address
- Internal Financial Review Committee Report
- Political Action and Education Committee
- Second contract negotiations
 - Bargaining issues survey results
 - Benefit survey results
 - Membership vote on bargaining priorities
- Fall 2010 Officer Elections: Vice-president and Treasurer
- New Business

The general membership meeting is the legislative body of the AFO. Make your voice heard by attending this important meeting!

Agency fee payers (individuals covered by the AFO contract, but who are not AFO members) are welcome and encouraged to attend the meeting, but may not cast votes regarding bargaining priorities, officer elections or other matters.

Light snack provided. Children welcome!

AFO President Mary Beck is encouraging every member of the Adjunct Faculty Organization as well as non-member agency fee payers covered by our contract with Henry Ford Community College to attend the Fall 2010 General Membership Meeting. Beck said, "I know we've said this before, but this general membership meeting may be the most important meeting we've ever held. Just look at the agenda: we're going to get a report from our internal financial review committee and we're going to elect two officers and, most importantly, we're going to discuss the strategy and tactics for our second contract negotiations and vote on our bargaining priorities."

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Bargaining Priorities Survey to Precede Fall Membership Meeting

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To gauge the issues that members are most concerned with, the AFO will conduct a bargaining priorities survey. Members will be able to complete the survey on-line by visiting the AFO website (www.hfcc-af.org) between Friday, October 8th and Monday, October 25. Any member who wishes to participate in the survey who isn't on-line may complete a

hard copy of the survey by calling or visiting the AFO office.

Bargaining Committee Chair Tom Anderson said, "Our bargaining committee will get its marching orders from the membership. We will press the College to address those concerns that matter the most to our members and the only way we will know what our members think is by encouraging all 600 of them

to take the ten minutes required to complete the survey."

Beck added, "this next round of negotiations is our chance to build on the foundation we established with our first contract. We have every reason to be proud of that first contract, but the fact remains that we continue to be underpaid and under-valued by the College. Given the current economic climate, the only way that we are going to make real progress in this second contract is by supporting our bargaining committee with a well-organized and fully committed membership base. I know people are busy and that not everyone can make a meeting, but everyone can find the ten minutes it will take to complete the survey."

Incumbent Officers Running Unopposed

Since AFO Vice President Glenn O'Kray and Treasurer Bill Breger are running unopposed for their respective Executive Board positions, the Elections Committee has decided to dispense with a secret ballot and validate the election based on a voice vote during the November 5 General Membership Meeting. AFO members unable to attend the meeting can cast a proxy vote by sending it in with a fellow AFO member or by calling AFO Recording Secretary Bill Norris at 313.845.9707.

The AFO Constitution mandates that the membership elect a vice-president and treasurer in even years for two-year terms that expire on November 30 of the next even year. The President, Financial Records Secretary, and Recording Secretary positions are elected for two-year terms in odd years that expire on November 30 of the next odd year. Accordingly, the latter three positions will be up for re-election next year.

The *Adjunct Faculty Organization News* is the official newsletter of:

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American Federation of Teachers Local 337, AFL-CIO
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AFO Executive Board

- Mary Beck, President
- L. Glenn O'Kray, Vice-President
- Thomas Anderson, Chief Grievance Officer
- William Breger, Treasurer
- Sherry Morgan, Financial Records Secretary
- William Norris, Recording Secretary and Executive Director

You can contact any Executive Board member by office telephone, email, or by sending a letter through either interoffice or U.S. mail. See contact information above.

The AFO Executive Board has an open meeting policy. Between September and May, the Executive Board meets on the second Friday of the month at 2:00 p.m., usually in the Local 1650 Conference Room.

Instructional Technology Staff Eager to Help!

By Bill Norris

AFO Recording Secretary and Executive Director

When I first started teaching (way back in 1978), we still used typewriters, mimeograph machines, and blackboards. In the thirty years since then, our classrooms have gotten “smart” even if we haven’t. Like it or not, today’s students expect their teachers to make the classroom a more entertaining venue by making good use of the technology available to us. They also expect us to make good use of Ucompass and the other technologies available to us outside of the classroom. And, believe it or not, studies show that student outcomes are enhanced when their teachers take full advantage of the new technology.

Whether you are a tech-savvy twenty-something or an old foggy (like me) who still has problems figuring out the television remotes, HFCC’s Instructional Technology staff is eager to help you make better use of the available technology.

Media Technicians Tony Bitonti and Darren Rinaldi are two of the busiest and most in-demand employees of the College. Although they share an office in the basement of the Learning Technology Building, you’re more likely to have seen them setting up equipment or troubleshooting problems in classrooms and meeting rooms on any one of the College’s three campuses. If you can’t figure out how to use the gizmos in your classroom and you want a crash course, they’ll try to find the time to help you out.

If you’re looking for help with content or the distance learning program Ucompass, you should introduce yourself to Kristin Olin-Sullivan, Glenn Gaddis and/or Victoria Signorelli. More and more of us are learning to use Ucompass to extend our classrooms into cyberspace and, of course, online teaching and hybrid courses are here to stay. Whether you are a novice or a Ucompass aficionado, I bet that one of these three can help you improve

the quality of the content and user-friendliness of your Ucompass site. By consulting them, you can make life easier for your students and save a few trees by posting your syllabus and other handouts online. You can also improve learning outcomes by setting up discussion boards, chat rooms, online exams, and other features. I know from experience that Kristin, Vicki and Glenn can help you do things with Ucompass that you would have thought were impossible.

Their offices are also currently located in the basement of the Learning Technology Building (although they may be moving to the Library soon).



Instructional Technology Staff (standing, from left to right) Vicki Signorelli, Glenn Gaddis, and Kristin Olin-Sullivan and Darren Rinaldi and Tony Bitonti (seated) are ready to help you improve student outcomes.

College Takes Steps Toward Improving Adjunct Office Space

While pay, benefits, and job security topped the list of bargaining issues during the AFO’s first contract talks, concerns over inadequate space to meet with students and prepare for class were not far behind. The College pointed out that space was at a premium, but did agree to language that committed the College to reviewing space issues and considering the feasibility of providing dedicated space to adjuncts.

One of the clearest signs that the College was bargaining in good faith are the positive steps being taken as buildings are renovated and new space opens up. For instance, Vice President Marge Swan and Nursing Division Associate Dean Kathy Howe made sure the architects didn’t forget about adjuncts when they drew up plans for the state-of-the-art nursing building that opened this semester. While most nursing adjuncts are located at clinical sites, those teaching theory courses will have dedicated space to prepare for class and to meet privately with students and all nursing adjuncts will have space for final conference evaluations.

With nursing moving out, new space opened up in the Health Careers Building allowing the Math Division to move out of the over-

crowded Liberal Arts Building. Plans for the second floor renovation of the Health Career Building include dedicated space for math adjuncts. Associate Dean Larry Smyrski said the space will include five workstations as well as moveable “pods, mushrooms and whiteboards” that can be rearranged as needed for small group meetings or private conferences with students. Other Associate Deans with the support of their vice presidents and higher level administrators—in science, social science, English and World Languages, and other divisions—have likewise committed to including improved space for adjuncts in their future plans.

Adjuncts in need of a computer workstation are also encouraged to utilize Room A-11 (in the basement of the Learning Technology Building) which doubles as a Faculty Computer Lab and an Instructional Technology Classroom. The room is open from 7:30 to 7:30 Monday through Thursday and from 7:30 to 4:30 on Friday except when classes are in session.

Too many adjuncts still lack adequate space and we will continue to press the College to live up to its commitment, but it obvious that administrators are taking steps in the right direction.

New Hires: Welcome to HFCC and to the AFO!

By Mary Beck
AFO President



AFO President
Mary Beck

If you are a newly hired part-time teacher, librarian, or counselor, I want to welcome you to Henry Ford Community College and to our “bargaining unit.” Since you belong to our bargaining unit, you are covered by the con-

tract between the HFCC Adjunct Faculty Organization and the College.

You will find a digital copy of our contract on our website—www.hfcc-af0.org. If you would like a hard copy of the contract, you can visit our office in the basement of the Learning Technology Building—the same building that houses Campus Security. You will find our office opposite of the copy machine—see the back page for the room number and Executive Director Bill Norris’s office hours.

Besides our contract, you can also find a copy of our Constitution, our budget, our statement of financial practices and other important documents on our website. In addition, you can also learn a lot about our history—all of our newsletters going back to the days before we became the official bargaining agent for part-time HFCC teachers, counselors, and librarians are archived on the website.

Our first newsletter was published in September, 2007, the month we kicked off our organizing drive. We had formed an organizing committee in the preceding months to address an ongoing series of concerns about our working conditions and the effect those conditions had on the quality of education our students were receiving.

At the top of a long list of issues

were the extremely low pay of adjuncts relative to full-time faculty and in comparison to adjunct compensation at other colleges and universities and the total lack of job security, even after years of service to the College. We believed then and now that there was and is a direct correlation between our working conditions and our students’ learning conditions.

We were supported during and after our organizing campaign by the American Federation of Teachers and our colleagues in the HFCC Federation of Teachers, AFT Local 1650, the union that represents full-time teachers at the College. Hundreds of adjuncts signed cards indicating that they wanted to be represented by the AFO and in December of 2007 we filed for a union representation election with the Michigan Employment Relations Commission. That election was held the following spring and when the ballots were counted it was determined that 89% of the adjuncts who had completed valid ballots had voted in favor of recognizing the AFO.

Even before we finished celebrating that victory, we came to the realization that our work wasn’t done—we had to begin the process of negotiating our first contract. I’ve since learned that union work has a lot in common with house work—it never gets “done.” Our first contract has helped to improve our working conditions and our students’ learning conditions, but we are still underpaid and undervalued. There is much to do and we can’t reach our goals without your help and support.

Agency Fees v. Membership Dues

A union’s strength depends on its membership. Members must be willing to work together to achieve common goals—we can accomplish a whole lot more together than we ever could standing alone. If you are an “adjunct” instructor, counselor, or librarian, then you belong to our bargaining unit, but unless you have completed a membership form and

signed a payroll form authorizing dues, you are not a member of the Adjunct Faculty Organization.

Whether or not you become a member of the AFO, you are still covered by our contract and we will do everything we can to see that you are protected by that contract and to negotiate improvements to it during our next round of bargaining. And whether or not you become a member of the AFO, you are still required to pay your “fair share” for the cost of enforcing and negotiating our contracts.

“By giving up that extra cup of coffee at Starbucks, you are helping us build a strong AFO and a better College! The higher the percentage of eligible individuals who choose membership, the stronger we are and the more effective we will be.”

Currently, non-AFO members covered by our contract are required to pay agency fees equal to 1.70% of their earnings. Said another way, \$17.00 in union fees is deducted from the paycheck of an agency fee payer for every \$1,000 of earnings. By comparison, members pay dues of 1.85% or \$18.50 on every \$1,000 of earnings—a difference of only \$1.50 per \$1,000.

By choosing membership, you have certain rights agency fee payers don’t have—only members are allowed to participate in the democratic decision-making process of our union. Only members have the right to run for office, serve on committees, and vote in union elections. Moreover, by giving up that extra cup of coffee at Starbucks, you are helping us build a strong AFO and a better College! The higher the percentage of eligible individuals who choose membership, the stronger we are and the more effective we will be.

Poly Sci Adjunct Kimberly Hill Represents Detroiters for Environmental Justice in Washington and Copenhagen

Political Science Adjunct and government affairs policy analyst Kimberly Hill shared her experience advocating a climate justice bill among Members of Congress and building a coalition of support around pending legislation with students attending the Michigan Student Political Issues Convention held at HFCC on October 1. She encouraged students to support the work of environmental/environmental justice organizations pointing out that climate change has adversely impacted urban communities because many of the toxic polluting facilities are intentionally located in vulnerable areas. Environmental hazards, including co-pollutants such as mercury, sulfur dioxide, and oxides of nitrogen “have adversely impacted the quality of life of those residing in low income communities, resulting in high levels of respiratory infections, reproductive disorders, cancer and other serious illnesses.”

As part of her lobbying efforts on behalf of Detroiters Working for Environmental Justice (DWEJ),



Kimberly Hill

Kimberly met with several congressional offices, including representatives from U.S. Senators Debbie Stabenow, Carl Levin and U.S. Members of Congress John Conyers and Carolyn Cheeks-Kilpatrick. She urged them to amend the American Clean Energy and Security Act (HR 2454) to take into consideration the disproportionate impact climate change has on low-income and minority communities, particularly co-pollutants and hot spots. While that house bill has floundered, Kimberly says that Congress will

continue to work on the passage of a comprehensive energy bill and that environmental justice organizations need to be involved at the front-end of any proposed legislation designed to address global warming and related issues.

One of Kim’s most rewarding experiences while working on behalf of DWEJ was attending the fifteenth “Conference of Parties to the Kyoto Protocols” or COP15 held in Copenhagen, Denmark in December, 2009. In Copenhagen, Kimberly helped DWEJ reach out to developing nations most affected by climate change to establish alliances and identify common ground. She says that DWEJ “thinks globally and acts locally.” She also facilitated a meeting with the White House to express these critical concerns.

Kimberly heads her own consulting firm (Future Insight Consulting, LLC) and continues to pursue environmental justice and related concerns.

Bill Norris “Promoted” to Executive Director

During an all day meeting in July, the AFO Executive Board voted unanimously to renew the “personal services agreement” (PSA) it has with the sole employee of the AFO, Bill Norris. Over the objections of the rest of the Executive Board, Bill declined the 3% salary increase that his expiring agreement called for citing the fact that the 3% raise AFO adjuncts received in July was offset by a new 3% deduction imposed on public school employees to fund a retiree health insurance fund.

The Executive Board insisted, however, in changing Bill’s title from “Staff Organizer” to “Executive Director.” AFO President Mary Beck said that the new title better reflects what Bill actually does for the AFO. “Bill does a lot of organizing, but he is our chief cook and bottle washer as well. He helps plan all of our meetings, he responds to member issues, he helps maintain our database, and he edits our newsletter and other communications. He keeps our office open a minimum of 20 hours per week and represents the AFO at lots of campus meetings and events. I don’t know what we’d do without him.”

The personal services agreement permits Bill to continue in his dual role as elected Recording Secretary (and an Executive Board member) and a paid employee of the organization. He will continue to work 40-hour weeks for the AFO, but is only paid for 30 hours per week. The rest of his time is considered “voluntary” time under the terms of the PSA.

GET ACTIVE!

Vote November 2

Visit (www.aftmichigan.org) and follow the “Take Action” link at the top of the homepage to identify candidates endorsed by AFT-Michigan.

It will take time, energy, and money to defeat the “Blame the Teachers” crowd. The AFO Executive Board recommends that every AFO member contribute \$20 per year to the AFO-PAC Fund. If you haven’t contributed your \$20 (or whatever you can afford), make your check payable to “The HFCC-AFO PAC Fund” and send it to our office.

Board Awards Scholarships to Trevor Whitehead and Psychology Adjunct Chris Carreira

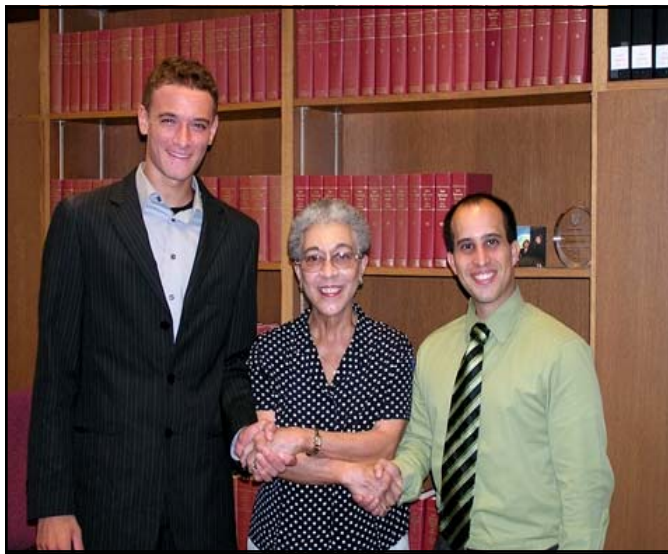
Dorothy Pelton, chair of The HFCC-AFO Founders' Scholarship Fund board of directors, announced that the board has awarded the first two Joseph A. Sorokac, Jr. Memorial Scholarships. The two individuals honored were Trevor Whitehead, the son of political science adjunct Dawn Whitehead, and Chris Carreira, an adjunct in the HFCC psychology department.

Trevor, a 2010 graduate of Walled Lake Western High School, matriculated at Michigan State University this fall and is now enrolled in the MSU School of Education. While in high school, Trevor maintained a high grade point average while earning varsity letters all four years in hockey and one year in football. He also played trombone in the school's symphony band. His proud mother teaches political science and is a charter member of the AFO.

In a letter to the scholarship board, Trevor said, "I am very honored to be awarded a scholarship that recognizes the field of education and the rewards it presents. My Mom is so excited that I am interested in teaching. She has loved her position at HFCC and I have seen how happy she is to be a teacher all these years."

Cristovao ("Chris") Carreira is currently in his sixth semester of teaching at HFCC and like Ms. Whitehead, he is also a charter member of the AFO. Chris earned his master's degree in educational psychology from Wayne State in May, 2006 and is currently working on his Ph.D.

Chris is a member of the Golden Key International Honors Society as well as the American, Michigan, and Ontario Psychological Associations. He has helped raise funds to



Dottie Pelton, chair of The HFCC-AFO Founders' Scholarship Fund, congratulates Trevor Whitehead (left) and psychology adjunct Chris Carreira for being named winners of the first two Joseph A. Sorokac, Jr. Memorial Scholarships.

eradicate poverty, sponsored a child through World Vision, and has offered pro bono therapy to indigent patients. Upon learning that he was a scholarship winner, Chris said, "It

is an honor to be chosen as one of two recipients of the first ever Joseph A. Sorokac, Jr. Memorial Scholarships. Joe and the other organizing committee members had a vision, and today, because of their hard work, I am participating in their dream."

Scholarship Board Chair Dottie Pelton said that due to the generosity of many individuals that the fund was able to award two scholarships. She added that being in a position to award two scholarships was a "good thing because it wasn't easy to select a winner. We used a blind process to review the applications and while Chris and Trevor's applications stood out, we

received applications from a number of highly qualified students and we wish we were in a position to award even more scholarships. I'm sure Joe is smiling down on us and is proud of both Trevor and Chris."

You Decide! Which HFCC adjunct makes the best chili?

Several HFCC adjuncts will be competing for the coveted "Joe Sorokac Chili Bowl" on Wednesday, October 20 in the Student Center outside of the Skyline Café.

Tickets \$2.00 for students with identification—\$5.00 for everyone else.

Proceeds will be contributed to The HFCC-AFO Founders Scholarship Fund (a 403.c tax-exempt organization) which annually awards the Joseph A. Sorokac, Jr. Memorial Scholarship to an adjunct or to a dependent of an adjunct.

AFO Seeks Greater Role in College Governance

Continued from back page

Throughout our organizing drive and in the months since, we have benefitted from the support we've received from many members of the HFCC community, especially our colleagues in Local 1650 and most especially Local 1650 President John McDonald.

John has long been a force in the American Federation of Teachers and has been especially instrumental in establishing and maintaining the momentum of the AFT's FACE campaign. The FACE campaign – FACE stands for Faculty and College Excellence – has two primary goals: (1) Achieving full equity in compensation for contingent faculty members; and (2) Ensuring that 75 percent of undergraduate classes are taught by full-time tenure and tenure track faculty and that qualified contingent faculty have the opportunity to move into such positions as they become available.

While we are a long way from achieving those goals, as an organization, the AFO whole heartedly supports them. Soon after we formed the AFO, our Executive Board adapted a "Statement of Principles" that we sometimes refer to as "our manifesto." We based our manifesto on an AFT-FACE booklet titled: *Fairness and Equity: Standards of Good Practice in the Employment of Part-Time/Adjunct Faculty*. One of our principles, borrowed from the AFT, reads as follows: "Part-time/adjunct faculty and professionals should be invited to participate in departmental meetings and other committees with voting privileges and should be compensated for doing so."

We are not asking the Senate to address the second part of that principle, but we do want you to act on the first part by considering changes to the Constitution of the College Organization to provide a defined role for adjuncts in governance activities.

As it currently reads, the first of the four principles articulated in Article I of the Constitution of the College Organization states that "The basic functions of a college are to preserve, augment, criticize, and transmit

knowledge and to foster creative capacities. These functions are performed by a faculty which must be free to exercise independent judgment in the planning and execution of its educational responsibilities."

The second of the four principles states that "Three groups play the most important roles in the government of American colleges and universities: faculties, administrations, and governing boards. The roles of these groups must be defined."

The third principle states that "The development of college and university teaching as a profession has produced a scholarly community of talent fully qualified for an active and responsible part in institutional government. The faculty, which is entrusted with primary tasks for which educational institutions are organized, is the essential participant, by virtue of its particular competence, both in recommending and in carrying out decisions on College educational policy as determined by the Board of Trustees and the President."

"Students can only benefit when their adjunct instructors are more intimately involved in curricular and institutional affairs. "

The fourth and final principle states that "The three responsible agents – faculty, administration and governing board – should endorse the principle of joint responsibility and endeavor to work out a judicious balance in the area of their collective responsibilities."

These are lofty principles and they all make sense except that in practice "faculty" is interpreted as meaning full-timers and excludes part-timers.

Shouldn't we part-timers also be free to exercise our independent judgment in the planning and execution of our educational responsibilities?

Shouldn't our role in College governance be defined?

Shouldn't we have a formal role in recommending and in carrying out decisions on College educational policy?

Shouldn't the balance in the area of collective responsibilities include part-timers?

No one can deny that AFO members are entrusted with teaching over half of the classes offered to HFCC students. Along with our full-time colleagues, we are indeed essential participants in the primary task of this institution.

At present, the role of part-time faculty in the governance of the College is at best ill-defined. At worst, our role is defined as non-existent – "faculty" is interpreted as meaning full-timers only. Either way, this situation must be addressed for the benefit of the College, our community and most especially for the benefit of our students.

In conclusion, we are here to recommend that the Senate form a task force that includes a part-time representative. This task force should be charged with responsibility for reviewing the Constitution and the College Handbook for the purpose of revising these instruments of governance to better define the role of part-time faculty in all levels of governance.

The surest way to address isolation among part-time faculty is by discontinuing the practice of excluding us from faculty decision-making and to begin to include us in every way possible. Students can only benefit when their adjunct instructors are more intimately involved in curricular and institutional affairs. Academic policy making can only be strengthened by including the perspective of all the professionals teaching at the institution. And adjunct participation in governance will advance the goal of strengthening mutual professional respect among all faculty members.

Thank you for your time and attention.



Help us build a strong AFO and a better College!



Bill Norris
AFT Executive Director

AFO Office Hours

Mondays: 10:00—12:00
5:00—9:00
Tuesdays: 12:00—7:00
Wednesdays: 10:00—12:00
Thursday: 10:00—5:00
Friday: 9:00—4:00

If you need assistance and the office is closed, call 248.977.8897

AFO Seeks Greater Role in College Governance

By Mary Beck
AFO President

One of the compelling reasons that led to the 2007 organizing drive that created the HFCC Adjunct Faculty Organization was that adjuncts lacked a defined role in College governance. While some departments and divisions did a better job than others of seeking input from adjuncts and including them in the decision-making process, adjuncts were virtually invisible in other departments. Many of us on the organizing committee believed that this problem impacted the quality of education our students receive in the classroom.

This year the AFO Executive Board has made a priority of addressing this governance problem. Accordingly, on September 8, Bill Norris and I met with the Senate of the College Organization to ask that it create a task force that would be charged with responsibility for recommending changes to the College's Constitution and College Handbook so that adjuncts would have a defined role in governance. The text of my remarks to the Senate follows:

AFO Statement to the Senate of the College Organization

As representatives of the HFCC Adjunct Faculty Organization, American Federation of Teachers Local 337, we welcome and appreciate this opportunity to address the Senate of The Henry Ford Community College Organization. Our reason for being here is to request that the Senate consider the value to the College of expanding the role of Senior Adjuncts in the governance of the College – at the departmental, divisional and College Organization levels.

As most of you are well aware, community colleges have become increasingly dependent on cheap part-time labor. According to the Digest of Education Statistics, in 1970, 78% of college and university faculty members were full-time and only 22% were part-time. By 2005, only 54% were full-time while 46% were part-time. These statistics mask the reality for two-year schools which today enroll over half of the nation's college students. In 2005, two-year schools employed some 225,000 part-time faculty compared to only 60,000 full-time faculty members. Do the math: About 75% of community college faculty members are part-timers.

HFCC is a reflection of these national statistics. We don't have a final tally on our fall numbers just yet, but I'm willing to bet that when the final numbers are in that the AFO will have some 750 members compared to about 200 Local 1650 members and that part-timers will be responsible for teaching well over half of the classes being offered this semester.

Part-time work isn't exploitive by definition. Many of us who teach part-time do so because we don't want to work full-time and even an employee who teaches part-time because she can't find full-time work is not necessarily being exploited. Just like full-timers, most of us find our work satisfying and we teach for the "intrinsic" rewards as well as the "extrinsic" ones. And it isn't all about money from the college's perspective, either. Reduced costs are only one reason for hiring part-time faculty: increased flexibility, closer ties to the business community, a more diverse faculty, and so forth all benefit a college in ways that cannot be easily quantified.

Nonetheless, I think few of you would disagree with the candid observation that part-time faculty are underpaid and for too long have been treated as second class citizens of the college community. It was our concern for this second class citizen status and the impact it could have on the quality of education our students receive that led me and a number of my fellow HFCC adjuncts to form an organizing committee in 2007 that ultimately led to the recognition of the Adjunct Faculty Organization as the legal bargaining agent for HFCC adjuncts in May of 2008.

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