



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

# Adjunct Faculty Organization News

HFCC-AFO  
AFT Local 337  
AFT, AFL-CIO

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## Riding the Waves: Ebbs and Flows – Change is Afloat

By Mary Beck, AFO President

After earning bragging rights for surviving the snowiest winter in the Detroit area since 1890-91, we look forward to the warm weather and sunshine as the semester ends. The winter was brutal, especially for adjuncts who are “road scholars,” commuting to several colleges in order to make a living. The AFO is committed to working on behalf of adjuncts to obtain greater respect and equity in pay.

Our continued quest for a voice in governance seems to be coming to fruition. Tom Anderson, Bill Norris and I have been meeting with the Shared Leadership Task Force since last December as this representative body recommends a new governance structure that is inclusive and transparent. Members of the Task Force presented the results to date of their work to the Board of Trustees on April 18. Although the work of the Task Force is still a work in progress and fine tuning is needed in the language, the Board of Trustees accepted

**Submit the Founders’ Scholarship Fund applications by May 16.**

the recommendations and supports the continued work of the Task Force with the goal of completion by the fall.

It appears likely that



adjuncts will finally have a voice in governance. It’s been four years since my original request for having an adjunct representative on the Senate. Recommendations from the Shared Leadership Task Force give adjuncts far more than one vote. The new structure for the Faculty Senate proposes that each division (7) have one full-time faculty member and one adjunct

faculty member. In addition to each division represented, three at-large members will be elected in a Senate conducted election, two full-timers and one part-time faculty member. The current College Organization will become the Faculty Organization and will include all full-time faculty as well as all senior adjuncts (adjuncts who have completed teaching eight semesters at the College). All of this information is available on HFCC’s website that hosts the Shared Leadership Task Force material.

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# Speech Adjunct, PR Professional, Breast Cancer Survivor - Zanib Macki

Today's Arab females are highly educated and work in several professions from education, engineering, manufacturing, accounting, and public relations (PR). In the 2010 PBS "Caught in the Crossfire: Arab Americans in Wartime" program, 82 percent of Arab Americans hold at least a high school diploma, and 36 percent have a college degree. Approximately 65 percent of Arab American adults are in the labor force; 5.9 percent are unemployed, which is about the same rate of unemployment in the rest of the country. Though Arab Americans work in all occupations, nearly 73 percent of these working adults are employed in managerial, professional, technical, sales or administrative fields. At the local level, Arab Americans are most likely to be executives in Washington, D.C. and Anaheim, California; salespeople in Cleveland and manufacturing workers in Detroit. Arab American incomes are 22 percent higher than the U.S. national average.

There are common threads in **Zanib Macki's** life and the PBS "Caught in the Fire" airing. Zanib grew up on the south side of Dearborn in a traditional Arab home. Her Lebanese family exhibited the same characteristics as other Arab

families. Her father was a manufacturing worker at Ford Motor Company in the 1960s, and her mother had the primary responsibility of rearing the children and socializing Arab values in the home. During her formative years, Zanib volunteered at the Arab American Community Center



in Dearborn.

Zanib was very close to her father. Although her father did not finish high school, he had tremendous respect for education. When Zanib was 13, she broached the topic of wanting to go to college with her father. Without hesitation, he supported her, as well as her entire family. Zanib was the first in her family to go to the university. She completed her bachelor's degree in English at Wayne State University and received a master of arts in communication studies also from Wayne State University.

Today, many Arab American women work outside of

the home. They are highly educated, working in professions from education, manufacturing, the government, and public relations (PR). Zanib has been teaching public speaking at HFCC since 2006. Prior to teaching she had a storied career in PR at Oakwood Health Care and Henry Ford Health Systems. While employed at Oakwood Health Care, she worked in corporate public relations and community relations where Zanib produced a live bilingual health talk show (English and Arabic) called, Ask Oakwood. It was unique in that it was presented in a culturally sensitive manner with bilingual Arab-American physicians. Also, Zanib worked as a regional coordinator for the American Arab Anti-discrimination Committee around 1990 during which time she was interviewed by several media outlets including CNN, New York Times, and the Detroit newspapers about Arab American issues. Zanib is especially proud of three significant media events: WDIV's first broadcast of the "Happy Ramadan" celebratory message. She wrote the book "Food for Our Grandmothers", which was

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# Mentoring Program Recharges

We are now recruiting *Senior Adjunct Instructors* to become trained as mentors for the Adjunct Faculty Mentoring Program. The aim of the program is to promote student and faculty success. We hope to welcome new adjunct instructors into the HFCC community, prepare them for their teaching responsibilities at HFCC, and earn a reputation for having the finest adjunct faculty in the United States. At the same time, we hope to give senior adjuncts an opportunity to share their experience and expertise while earning a modest stipend. Provisions for this program are outlined in the collective bargaining agreement between Henry Ford Community College and the Henry Ford Community College Adjunct Faculty Organization.

Watch for an email blast from the AFO for further details. Interested instructors can also email Lynn Boza at [Laboza@hfcc.edu](mailto:Laboza@hfcc.edu) for more information. Registration for the Spring training session ends May 15, 2013.

## Change is Afloat (cont.)

Although we've made tremendous progress in most divisions, we will continue to work toward inclusiveness in all division and department meetings. We are exploring plans to obtain adequate compensation for adjuncts involved in governance and we hope to have an agreement in the near future. We are appreciative of Dr. Jensen and the Board's advocacy for inclusiveness in governance and for the leadership of Local 1650 for recognizing the need to change the current structure to include adjuncts.

A few other changes are being made that will impact adjuncts. Upon the recommendation of a Continuing Process Improvement Team which included AFO Executive Board member Sherry Morgan, the College will transition to bi-weekly pay dates over the

course of the next three years. This will not immediately affect adjuncts, but there will be a change in pay dates this spring and summer due to the later start date for the semester. Pay dates will be June 3 and July 7 for those teaching in the spring semester and July 22 and August 25 for the summer semester. Our regular pay date for the fall semester will be on September 22.

Don't forget the scholarship opportunities for adjuncts and their dependents, including grandchildren. The HFCC Founder's Scholarship Fund plans on awarding at least two \$1,000 scholarships in the memories of AFO founding fathers, Joseph A. Sorokac, Jr. and Peter J. Grant. The application deadline is May 16, 2014. Application requirements and forms can be found on the AFO website: [hfcc-afo.org](http://hfcc-afo.org).

I continue to be amazed and grateful for all that we've been

able to accomplish since we became a union in 2008. After attending the AFT Higher Education Conference in Baltimore a few weeks ago, I came away with a greater awareness and appreciation of the professionalism and dedication of our members and my colleagues on the AFO Executive Board. Many other unions are in infancy stages as they struggle with issues that we've addressed and resolved. I was pleased to be able to give guidance to other adjunct unions and refer them to our website and contract. It is my hope that the AFO will be a national model for adjunct unions when the Shared Leadership Task Force recommendations for inclusion in governance become a reality.



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# Chomsky: How America's Great University System Is Getting Destroyed

## Faculty are increasingly hired on the Wal-Mart model as temps

*The following is an edited transcript of remarks given by Noam Chomsky via Skype on 4 February 2014 to a gathering of members and allies of the Adjunct Faculty Association of the United Steelworkers in Pittsburgh, PA. The transcript was prepared by Robin J. Sowards and edited by Prof. Chomsky.*

## On hiring faculty off the tenure track

That's part of the business model. It's the same as hiring temps in industry or what they call "associates" at Wal-Mart, employees that aren't owed benefits. It's a part of a corporate business model designed to reduce labor costs and to increase labor servility. When universities become corporatized, as has been happening quite systematically over the last generation as part of the general neoliberal assault on the population, their business model means that what matters is the bottom line. The effective owners are the trustees (or the legislature, in the case of state universities), and they want to keep costs down and make sure that labor

is docile and obedient. The way to do that is, essentially, temps. Just as the hiring of temps has gone way up in the neoliberal period, you're getting the same phenomenon in the universities. The idea is to divide society into two groups. One group is sometimes called the "plutonomy" (a term used by Citibank when they were advising their investors on where to invest their funds), the top sector of wealth, globally but concentrated mostly in places like the United States. The other group, the rest of the population, is a "precariat," living a precarious existence.

This idea is sometimes made quite overt. So when Alan Greenspan was testifying before Congress in 1997 on the marvels of the economy he was running, he said straight out that one of the bases for its economic success was imposing what he called "greater worker insecurity." If workers are more insecure, that's very "healthy" for the society, because if workers are insecure they won't ask for wages, they won't go on strike, they won't call for benefits; they'll serve the masters gladly and passively. And that's optimal for corporations' economic health. At the time, everyone regarded Green-

span's comment as very reasonable, judging by the lack of reaction and the great acclaim he enjoyed. Well, transfer that to the universities: how do you ensure "greater worker insecurity"? Crucially, by not guaranteeing employment, by keeping people hanging on a limb than can be sawed off at any time, so that they'd better shut up, take tiny salaries, and do their work; and if they get the gift of being allowed to serve under miserable conditions for another year, they should welcome it and not ask for any more. That's the way you keep societies efficient and healthy from the point of view of the corporations. And as universities move towards a corporate business model, precarity is exactly what is being imposed. And we'll see more and more of it.

**Read the transcript at**  
<http://www.alternet.org/corporate-accountability-and-workplace/chomsky-how-americas-great-university-system-getting>



# Who Has Chili Bragging Rights?

The competition was fierce for the Fourth Annual Joseph Sorokac, Jr. Chili Cook-off. AFO competitive members did not let a little snow, actually, a blizzard get in the way of their rights to brag about their chili. Students, faculty, and staff braved the elements and sampled 10 specialty chilies provided by our skilled cooks Tom Anderson, Kathleen Jaczynski, Cedric Knott, Kyle Melton, Joseph Morgan, Sherry Morgan, Bill Norris, Jeanie O'Connor, Marty St. John, and Doris Toney. Our judges this year included Gregg Ivan from Park Place, Tracy Pierner ViP of Career Education, and Cynthia Eschenburg VP of Administrative Services

And the winners were **Bill Norris**, followed by second place winner, **Kyle Melton** for the Judges' Award.

## Zanib Macki (cont.)

dedicated to her father. Also, she is proud of the airing of a movie about Prophet Muhammad.

Zanib's extensive PR background led to her current work with the State of Michigan's Consumers Protection Division. She presents PowerPoint presentations to senior citizens and educates them about phone and mail scams, identity theft, online safety, investment



The People's Choice Award was a close race with a few votes separating the cooks. **Kathleen Jaczynski, Tom Anderson and Bill Norris** ended up in a three-way tie for first place.

Congratulations to our five winners of the highly coveted pottery chili bowls, and hats off to everyone who prepared chili, served chili, judged chili, and ate chili!



fraud, home repair and equity scans, and residential care facilities across the state from Petoskey and Port Huron to Flint and metropolitan Detroit. "If you're going to do something with the public, you have to have a passion - take your technical skills and add the personality skills to be effective with your audience," said Zanib.

When asked about her interests, Zanib spoke extensively about giving back. "As an 11-year breast cancer survi-

vor, I believe in giving back and coming full circle - using my media and PR skills to help the community." She established a fundraiser in memory of her sister, Wanda, who died from lung cancer and continues to tirelessly work with other cancer survivors. Zanib ended the interview with that can-do spirit related to her fight for cancer: "Why not me?"

Doris P. Toney



**Help us build a strong AFO and a better College!**



### **AFO Office Hours**

**The AFO Office is in Room A-004 on the lower level of the Learning Technology Building**  
**Spring/Summer Hours**

**Mondays: 10:00—4:00**  
**Tuesdays: 11:30—3:30**  
**Wednesdays: 10:00—4:00**  
**Thursday: 11:30—3 30**  
**Friday: College Closed**

**If you need immediate assistance and the office is closed, call 734.516.6887.**

## **HFCC-AFO Founders' Scholarship Fund**

Adjunct members in good standing and their children or grandchildren are eligible to apply for a scholarship to a Michigan college or university. Applications are available on our website and are to be submitted by Friday, May 16, 2014. Only applications post-marked or dropped off at our office by May 16 will be eligible for consideration.

If you would like to make a donation to our fund, please make checks payable to the HFCC-AFO Founders' Scholarship Fund. You can mail them to the HFCC-AFO Adjunct Faculty Office, 5101 Evergreen, A004, Dearborn, MI, 48128. Checks can also come to us through interoffice mail. Thank you everyone for your support

### ***The Adjunct Faculty Organization News***

is the official newsletter of:  
**The HFCC Adjunct Faculty Organization**  
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### **AFO Executive Board**

- **Mary Beck, President**
- **Thomas Anderson, Executive Director, Vice President, Internal Affairs Chief Grievance Officer**
- **Doris Toney, Vice President, External Affairs**
- **Cedric Knott, Treasurer**
- **Lynn Boza, Recording 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 on the first Friday of the month at 2 p.m.

Our office is located on the lower level of the Learning Technology Building, A004.