



The Advocate

Fall Celebration at Pappasito's Cantina

**It's Friday,
November 9th,
from 4:00 to 6:30!**

Come celebrate cooler weather, enjoy your union friends, meet some new friends, relax and sample Pappasito's legendary Tex-Mex.

Food and a beverage will be provided. Bring your significant other. It is going to be **fun!**

Pappasito's Cantina

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The Decline of Shared Governance

Our college system is committed to "meaningful involvement in shared governance" according to the value statements in the Lone Star College Board Policy Manual (I.A.3.04). Of course the devil is in the details. We can quibble about what constitutes meaningful involvement, and over what the definition of shared governance is, but most would agree that the six Faculty Senates should play an important role in shared governance within LSCS. Indeed, the Policy Manual section on the Faculty Senate mentions their importance to shared governance (I.H.1.01). It states that Faculty Senate presidents attend all regular board meetings and "have a standing place on the agenda to make reports and announcements." In addition, "The Faculty Senate Presidents will also meet regularly with the Chancellor to discuss issues of importance to faculty."

Despite this commitment in policy, it might be argued that in recent years the Faculty Senates have been rendered ineffective at representing faculty interests, leading to a decline of shared governance. To some extent, the potential for this decline is built into our system. Because Faculty Senate Presidents have no more tenure than any other faculty,

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they must balance their representation of faculty interests with the possibility of adverse employment action if they attempt to weigh in on controversial issues. The decline in shared governance is also made more likely by the fact that Faculty Senate Presidents are not allowed to address the Board about issues until after their presentation has been vetted by the Chancellor: "it is expected that concerns brought to the attention of the Board by the faculty representative [a representative the Faculty Senate can designate] will have been previously presented to the Chancellor." Although the same section of the Policy Manual states that "The



purpose of the representation is to provide the Board with the faculty perspective in the discussion of matters coming before the Board, pertaining to the welfare of the faculty," those who regularly attend Board Meetings know that the Faculty Senate Presidents rarely present "the faculty perspective" on issues "pertaining to the welfare of the faculty" (I.E.1.29, Policy Manual). In general, Faculty Senate Presidents' addresses to the Board usually focus on a recent initiative at their college and frequently give credit for the initiative primarily to their college president. It is not difficult to understand why Faculty Senate Presidents do that, given the inherent weakness of their position.

Several recent events bolster the view that shared governance through the Faculty Senates has declined. In the early summer of 2010, when an outspoken North Harris College professor was being

fired, the chair of the North Harris Faculty Senate Rights and Responsibilities Committee tried to schedule a meeting with LSCS General Counsel to discuss the faculty member's rights, but General Counsel refused to meet with him.

In August 2012, the incoming Faculty Senate President at Kingwood College recommended that the faculty disband their shared governance committees (Faculty Rights and Responsibilities, Compensation, and Policy Manual) because they no longer served any purpose. They had not met in years because they are no longer asked, or allowed, to contribute to discussions of faculty rights and responsibilities, compensation, or policy at the System Office. Kingwood faculty voted unanimously in favor of disbanding the committees. Faculty at other colleges report that their committees are equally meaningless.

In Spring 2011, the Montgomery College Faculty Senate passed a series of resolutions, asking their campus President to encourage upper administrators to treat faculty with civility. The Montgomery College Senate also elected a committee of three faculty to represent them to their President in discussions of the decline of shared governance at their college. Many Montgomery College faculty claim their President ignored all of the resolutions. Despite the record of the election contained in the minutes of Faculty Senate meetings, their President also denied that the three faculty had been selected as representatives and refused to meet with them in that capacity. In a Montgomery College Faculty Senate meeting on August 23, 2012, by way of secret ballot, the faculty voted no confidence in their Vice-President of Instruction, citing her incivility toward faculty. In an open forum on September 21, the President of the college stated that he did not care if 100% of the faculty voted no confidence. He would continue to back his Vice-President of Instruction.

The Conroe Courier covered the vote of no confidence at Montgomery College on

Continued on pg. 4



The Harris County AFL-CIO Council and AFT Lone Star Present:

A special seminar for LSCS faculty, staff and community members

“Civil Rights in the Workplace”

By special guest speaker Joe Bontke

Joe Bontke is the outreach manager and ombudsman for the Houston District office of U.S. Equal Employment Opportunity Commission. Joe has been in the field of Human Resources & Civil Rights for the past 27 years and has experience in employment law and adult education. With a Bachelor's in Philosophy and a Masters in Education, he has been a Human Resources Director, a Training Coordinator for the American Disabilities Act (ADA) Technical Assistance Center for Federal Region VI, was appointed as Assistant Professor at Baylor College of Medicine and recently has been named Chair of the Governors' Committee for People with Disabilities by Governor Rick Perry. Using his entertaining style, Joe has educated groups throughout the country, and most recently his work at the EEOC has enabled him to empower employers and employees with the understanding they need to work effectively at their jobs. Joe's philosophy of education is that 90% is knowing where to find the information when you need it.

DATE: Friday November 9th

TIME: 2:00-3:30 pm

LOCATION: LSCS—North Harris A-271

— — — — —
RSVP FOR THIS EVENT ONLINE:

<http://tinyurl.com/AFLCIO-AFT-RSVP110912>



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the front page of their August 29 issue. According to the reporter, the President of Montgomery College said that “approximately 460 full and part-time instructors signed teaching contracts last week for the current semester” (“LSC-M Profs ‘at End of Rope’ with College VP,” 8/29/12). Of course part-time faculty are not allowed to vote in any of the LSCS Faculty Senates. Montgomery College has about 140 full-time faculty and usually hires around 320 adjuncts each semester. Based on the minutes of the meeting, we calculated that approximately 38 percent of the total number of eligible faculty attended the Faculty Senate meeting in question, an unusually large percentage at any of the six LSCS colleges.

A subsequent letter to the editor of *The Conroe Courier* compared the climate at Montgomery College to “A Penn State culture of fear...” (“College Faculty-Admin Flap Draws Response: Comparing Penn State, LSC-M Administrations,” 9/25/12). Responding online to that letter, the Vice President of Instruction's husband (an adjunct instructor at Montgomery) wrote that “about 465 out of over 500 total faculty members, that is about 93 percent, did not vote no-confidence.”

http://www.yourhoustonnews.com/courier/opinion/college-faculty-admin-flap-draws-response/article_38580786-2414-55d7-b766-49a15060a3ac.html

Upper administrators also began to circulate a rumor that there had been a protest at the meeting, resulting in a mass walkout before the vote. We have heard conflicting accounts of the meeting from eyewitnesses, many asserting that because the meeting lasted for several hours, a few faculty did have to leave early to attend other scheduled meetings. Regardless of that controversy, the min-



utes of the meeting show that 36 faculty voted for no confidence, 9 voted against, and 5 abstained.

On October 9, the Montgomery College Faculty Senate President, not an AFT member, was fired. The other two faculty who filed grievances against the VPI, both AFT members, remain employed by LSCS although one was moved to another college. Perhaps the response of Montgomery College's upper administrators to the Faculty Senate resolutions and the vote of no confidence confirmed the concerns of some faculty about their upper administrators' lack of civility. At best, the response seems to show a fair-weather commitment to shared governance.

It is imperative to note that nothing said above implies that shared governance has declined because faculty do not get their way. That conclusion would miss the point. The issue is that Faculty Senates are seldom permitted to participate in governance at all. Another passage from the Policy Manual helps emphasize the point of this article.

Participatory Governance is the process whereby faculty and staff have the opportunity and the responsibility to provide input, ask questions, and pose possible outcomes during the information-gathering phase of decision-making. In this context, "participatory" refers to the responsibility for adequate consideration of an issue from all points of view. "Governance" refers to the process whereby policy issues are considered, formulated, presented and finally supported. Central to the decision-making process is the development of an environment characterized by openness and mutual trust and respect. (I.A.5.02)

This paragraph summarizes quite well precisely what has declined in the LSCS system.

—Staff



Letter to the Editor

[Editor's Note: At LSCS Montgomery, a recent series of gender discrimination complaints and counter-complaints have been filed between faculty and administration. This letter to the editor from an adjunct professor was received, unsolicited by The Advocate, on October 14].

Suppression at Lone Star College-Montgomery

We hear a lot these days about academic freedom and free speech. Recent happenings at Lone Star College-Montgomery illustrate why faculty need to be concerned about constitutional rights.

On August 23 the Faculty Senate of LSC-Montgomery voted by a wide margin a vote-of-no-confidence in vice president Ann Kirch, appointed by President Austin Lane. On September 20 at the president's Open Forum, a professor quietly raised the matter of the no-confidence vote. Lane responded in a strong admonishing tone: "Do what you do well [teach]. If you have a problem, come see me. But don't spread your criticisms among others."

I have never in all my 56 years in academia witnessed a college president warning in public a professor not to express certain words on a public campus.

Directly after this open forum, President Lane, with two armed security guards nearby, threatened the professor mentioned above along with Gordon Carruth, president of the Faculty Senate, and Larry Loomis-Price, Faculty Senate secretary, that if they ever again brought up anywhere on campus this matter of the no-confidence vote against his VP appointee, he strongly implied that he might fire them.



On October 9 President Lane fired Carruth and punitively banished Loomis-Price to another Lone Star College branch.

I want readers of this piece now to focus on what I am about to say, asking the question, how could any college president treat people this way? Carruth was fired in the president's office and told that he had precisely 30 minutes to pack up his office and leave campus—the clock starting when Carruth was still in the president's office. It took him a few minutes to walk to his office, leaving him 25 minutes to pack up materials and personal belongings he had accumulated over 17 years at the college. An armed guard stood nearby with a watch, and at precisely the 30-minute mark he ordered Carruth to leave—his office still largely unpacked.

Loomis-Price was also given precisely 30 minutes to pack up his office and leave, with 12 years of material to pack. Since he was transferring to another Lone Star College branch, why the narrow time limit? Two armed guards stood by him, but with no stop watch this time. Instead, the administration called the guards precisely every five minutes on the dot, saying, "20 minutes left . . . 15 minutes left . . . 10 minutes left . . . 5 minutes left... Time's up." They escorted him out of his office.

This is human behavior I do not recognize. Criminals are treated with greater respect. No one should be treated this shamefully, whether at the college for 17 years, 12 years, or one year. Many faculty members already were afraid of Lane, fearing that if, in an unguarded moment, they said something he didn't like, they might be fired. With the firing of Carruth and punitive transfer of Loomis-Price, faculty fear has exacerbated. Some are worried sick that as breadwinners they might lose their jobs in a job market that is terrible.

One faculty member, closing her door of course, told me, "I used to love coming to work." Past tense. Another professor, closing her door of course, who had been at the college forever and was one of the kindest souls imaginable, said, "It's not the same place anymore"—then her eyes moistened.



In an e-mail to me on October 11, Chancellor Richard Carpenter said, "Perhaps you should ask Mr. Carruth for a copy of the investigative report (compiled by three separate legal firms) that led to his dismissal." I requested in writing to Carruth that he supply me with a copy of the investigative report.

I have it, and as former chief of staff to Chief Justice Warren Burger, I must report that this investigative report is fatally flawed. I cite four areas:



One, investigators found only two examples of Carruth's alleged gender discrimination. 1. "Carruth told Kirch that he preferred women who wear a size 6 or smaller." Carruth denies saying this, adding that he does not even know what a size 6 means. 2. "Carruth attempted to reschedule his meeting with Kirch after business hours." They met weekly and scheduling conflicts necessitated a meeting after 5:00 on one occasion.

Two, the investigative report is at key times speculative, e. g., "it is highly probable . . .," "It is possible that . . .," "Loomis-Price and (possibly) Carruth . . .," "may support finding . . .," "it is likely . . .," "possibly harassed . . .," "Although Loomis-Price possibly did not engage in unlawful discrimination, . . ." And this next one is the granddaddy of them all: "It is highly probable that Carruth harassed Kirch on the basis of her gender." They don't know for sure, and they can't prove it. Yet Carruth is fired. My old boss Chief Justice Burger would roll over in his grave on this speculation.

Three, this one should irritate every faculty member at Lone Star College-Montgomery. Nowhere in the investigative report is there an explanation of why Kirch received a vote of no confidence by such a

wide margin. Instead, this argument is advanced: "Perhaps the most egregious manner in which Carruth, Loomis-Price, and Stelter undermined Kirch was by orchestrating a no-confidence vote against her in a Faculty Senate meeting . . ." Implied here is that the many faculty members who voted no-confidence are stupid lemmings who can't make their own judgments—in a secret ballot no less. Such an implication is insulting and condescending to faculty.

Similarly, at the Open Forum on September 20, Lane exclaimed defiantly, "I am behind Ann Kirch 120 percent!"—in effect telling the Faculty Senate to go to hell.

Four, this one for comic relief: Kirch says about Mark Stelter, "the only motivation I can think of for his actions is that he does not like having a female Vice President of Instruction and is harassing me because I am a female." But Lane says that Stelter was promoting Barbara Buchanan for that position—and last time we checked, Barbara was a female.

So here's the future I guess for faculty members at Lone Star College-Montgomery: Don't speak out, don't be critical, forget free speech—you could be fired for it.

Ron Trowbridge

Our Continuing Goal

A number of issues currently exist across the System. *The Advocate* has focused on some of these issues in the current edition and will continue in future editions. The AFT's goal remains constant: to help create the most positive environment for students, faculty, staff and administration at Lone Star College.

—Alan Hall



Time and Labor

Drill and Kill—the Body Count Syndrome

A phrase often applied in discussions of public education is “drill and kill.” It refers to nineteenth-century teaching methods that focused on the memorization of historical facts, Latin phrases, and algebraic formulas, rather than the development of critical thinking skills. When teaching was professionalized in late-nineteenth and early-twentieth centuries, it was hoped that professionally trained educators would teach by exciting children’s curiosity and imagination. Recently, however, “drill and kill” has made a comeback. Lately, “drill and kill” has become a euphemism for teaching to the test, which is what teachers do to win bonuses and to avoid having their schools and themselves punished for low scores on high-stakes standardized tests, such as Texas’s STAR exam. Students practice memorization and recitation of facts, phrases and formulas that are expected to appear on the exam. Why has the U.S. public education system turned back the pedagogical clock one hundred years? The answer lies partly in the Body Count syndrome.

The Body Count was a propaganda strategy that the U.S. military leadership used to convince citizens that the government was winning the war in Vietnam. As the war dragged on into a military quagmire, the American citizens and elected leaders began to question whether the war was worth the cost, and whether it was, in fact, winnable. In Viet

nam, there were few strategic goals or military mileposts that the leadership could point to as evidence of progress in the war. Secretary of Defense Robert McNamara was a statistician who believed that massive loss of life would cause North Vietnam to negotiate a cease fire as an alternative to continued armed conflict. He employed metrics to demonstrate progress in a war of attrition. Thus began the gruesome process of measuring what was measurable—dead bodies—and then using these statistics as evidence of success. Mr. McNamara wasn’t a cruel or uncaring man, but his narrowly objective approach allowed the government to dehumanize and objectify loss of life in such a way to desensitize the public and justify the violence of the war.

Before becoming Secretary of Defense, McNamara had been president of Ford Motor Company, where

“While standardized and quantitative measurements are seductive in their illusion of accountability and in the immediate gratification they provide, these methods also act to subvert the complex functions and goals of thorough education.”

he had arrived with 10 other Harvard graduates to revamp Ford’s operation, in an effort to bring the automaker out of decline. Known as the “whiz kids,” they used statistics to redesign Ford’s management structure and to identify needs for safer equipment. By the time McNamara joined President Kennedy’s cabinet,

the statistician had become an integral part of the corporate business model. McNamara’s obsession with applying metrics to measure success in all things had become an obsession of the modern mind, and this philosophy moved with him from private corporations into the public realm of government.

The privatization movement of the 1980s, which achieved its full voice with the Bush administration’s No Child Left Behind Act, brought the statistician’s business model to an education bureaucracy

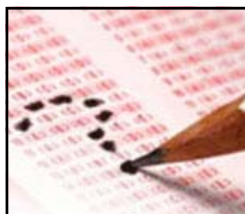


eager to embrace objective measurements of success. This same time period witnessed the decline of America's cities, widening income gaps, and shrinking budgetary commitments to public education at the state level. Teachers, the schools they taught in, and the neighborhoods they served were held accountable for the low performance of poverty-stricken students on high-stakes standardized tests. Like the body count, these tests measured what was measurable.

The purpose of a well-rounded education is to produce critical thinkers and problem solvers.



While standardized and quantitative measurements are seductive in their illusion of accountability and in the immediate gratification they provide, these methods also act to subvert the complex functions and goals of thorough education. A democracy requires an educated citizenry capable of analyzing complex national problems and participating in the policy decisions of their government, questioning those decisions, and sometimes changing them. Narrowing the curriculum of public education to measurable learning outcomes undermines the citizenship of students who have not been taught to think critically and creatively.



*References to Robert McNamara are from Richard Latham, *The Fog of War: Eleven Lessons from the Life of Robert McNamara*, youtube, directed by Erroll Morris (2003).

http://www.youtube.com/watch?v=T_kxPwFJOQs.

David Davis, Professor of History, LSCS-NH

Consistent and Fair Procedures

On October 5, 2012, the AFT Executive Board met with Dr. Carpenter to discuss a number of topics. Among them was the way conflicts are handled. Across the system, issues/problems are dealt with in an inconsistent fashion. This inconsistency exists between campuses and even between departments on the same campus. Dr. Carpenter agreed, noting that we need a written structure, something on the order of a flowchart that lays out clear procedures from the informal to the formal. The goal is for the procedures to be uniform and applied consistently across the entire system. An example that Dr. Carpenter used was that if an employee were going to be called in for a letter of reprimand or probation, the employee should be notified and allowed to bring a representative. The AFT applauds this recognition on the Chancellor's part, for now employees often feel ambushed in such a situation.

Both Dr. Carpenter and the AFT are action-oriented. He asked that I appoint two people to begin working with Human Resources to draft these procedures. I had three members interested in getting involved, and Dr. Carpenter readily agreed to all three. The union looks forward to a positive result that will benefit all employees of the system.

—Alan Hall





Campus Updates

Officer Elections

The AFT Lone Star Constitution calls for officer elections in November of even-numbered years. The following positions are open for nominations:

- President
- Secretary
- Treasurer
- Campus Faculty Vice Presidents
- Campus Staff Vice Presidents

Nominations should be sent to the AFT Lone Star Secretary, Catherine Olson, by November 12, 2012



Change is the theme at Lone Star College-CyFair. With a major reorganization and the departure of a significant number of faculty, staff and administration over the last six months, there are vacant offices, interim appointments and people in new jobs all over campus. This presents some worthwhile new opportunities in some areas and some adjustment in others. An aborted effort to centralize budgets on campus has disrupted purchasing and other financial operations while the administration works on a new plan. We all hope this will be resolved soon so everyone can get down to business.

Of particular concern was the decision to close or relocate three workforce programs that had been operational at CyFair. These programs were originally put in place largely because of the expressed interest of various community partners. By system procedure, faculty are supposed to be involved, through the Workforce Committee, in discussions about sunseting programs but this important step was skipped in these cases. These proposals went

directly to the Executive Council upon the recommendation of Corporate College leadership. At a meeting with CyFair department chairs, program directors and deans, Dr. Carpenter acknowledged that this incident was handled incorrectly and pledged that system procedure will be followed in the future. The AFT and the faculty at large anticipate a better process in the future and will be watching closely as other workforce programs go on the "watch list." In the meantime, uncertainty remains for faculty in the three programs.

As one would expect, union members at CyFair are watching with considerable alarm the events unfolding at LSC-Montgomery, written about elsewhere in this issue, and stand in solidarity with our colleagues there. Institutions prosper when employees can freely bring concerns and problems to management either individually or through established employee organizations without fear of retaliation. As we are deeply concerned for the welfare of the faculty members directly involved, we also worry about the effects the events at Montgomery may have on constructive communication system wide.

As far as issues with which the AFT has been assisting members and other friends so far this year,



Campus Updates

nearly all have had to do with payroll. Errors in pay, leave, and deductions have been brought to our attention by well over a dozen employees since January. Most of these issues have been resolved and we are grateful that the chancellor has identified improvements in the Human Resources department as a key goal for the year.

AFT at CyFair is grateful for a strong number of new members that have joined our ranks over the summer and so far this fall and we welcome them with open arms. AFT Happy Hours have begun again. The next one is scheduled for Wednesday, November 14, from 5:00 – 7:00 PM at Husky's on West Road just east of Telge Road. Union members and non-members are all especially invited to attend. We have a good time getting to know our colleagues better, sharing news and concerns about the workplace, and enjoying some appetizers and (nonalcoholic!) beverages courtesy of the AFT. Please come! Also, please know that our doors are always open to employees who have questions or need assistance. Contact information for AFT representatives both at the Barker Cypress campus and the Fairbanks Center are elsewhere in this newsletter.

John Burghdoff, AFT-Faculty VP



Our next La Cabaña get-togethers will be Friday, November 16, from 12 to 1 p.m., and again on Friday, November 30, from 4:30 until 7, at least. (If you can't make it at 4:30, don't hesitate to come later; we'll be there). Come enjoy some union fellowship and discuss the issues of the day. Hope to see you there.

Steve King, AFT-Faculty VP



The fall semester seems to be flying by at LSC-Kingwood. Tracie Ring and the Office of Student Life just hosted a wonderful Octobefest. Everyone enjoyed German Polka music, bratwurst, sauerkraut, draft beer (root) and 90 degree weather. Midterms are here and it won't be long until students begin registering for spring semester. The AFT would like to encourage faculty and staff to remind students to register early and set up a meeting with their advisors if they need assistance. We would like to welcome Garth Howard, Dean of Student Development, and Jennifer Garza, Manager-Human Resources to the LSC-Kingwood family.

We had our first social gathering at El Ranchero Restaurant and Cantina on October 9th after Dr. Carpenter's campus visit. Attendance was not as high as usual and I apologize for the scheduling. I thought it might be a good idea to get together immediately after the Chancellor's visit, but I think many members were just wiped out from a long day. We will try again on Monday, November 5th, at 4:30 PM at El Ranchero Restaurant and Cantina, 24451 loop 494, Ste. 111, Kingwood, TX 77339. All members and interested faculty and staff are welcome to join us!

Rich Almstedt, AFT-Faculty VP





Campus Updates



Ahoy Maties,

Tis that time a yar agin an we all been a shakin out them ol sea legs as the good ship LSC-Tomball sails through tha Seas of Fall 2013. While the seas are a bit stormy to the north and south of us, the western portion of tha Sea of Fall 2013 seems ta be a bit smoother sailin. The winds ar stedy an the sails full, partially due to tha respect the crew gets from the admiralty side of tha command structure thet allows fer an interactive flow of ideers an opinuns free frum fear of retaliation.

Now thets not ta say there not be a serius concern er two, such as issues dealing with comp time, overtime, and vacation time. Those bein just when one can use what ta tek a few days off onecin a while. We do think it be more ufa issue with our fancy, dancy system of number puttin in an then askin to take off, but we ar still tryin to gitsume answers thet will clarify an make sense ta all concerned. Considerin all of tha scuttlebutt goinrountha fleet concernin who be here and who ain'there, the western flotilla of the Admiralty fleet, thet bein the ships of the LSC-Tomball command, seem ta have settled into tha sailin lanes fairly smoothly and ar headed as best as kan be expected toward Port Holidays and then on ta Port Finals. So, til next report, keep yer socks dry, yer holy-stones a polishin, yer citrus free from tha salt water, an tha water barrels full.

Richard Becker,
Cap'n of tha Watch



The Current Mood on Campus: For many faculty members who have shared their fears and concerns with me, Tuesday, October 9, was a day of "total disbelief and shell shock," a day of "gloom and despair." For those who are still unaware of what happened, this was the day two faculty leaders with the combined experience of 27 years of teaching at LSC-Montgomery (17 for one and 10 for the other), were labeled "trouble-makers" by the administration, and were given 30 minutes to pack up their belongings from their offices. One of them had been pulled out of class for a meeting "that couldn't wait" with the college president. Then they were escorted off-campus by campus police, in public view, like criminals. In addition, they were admonished never to return to campus. For days after this, many faculty, both those who witnessed the act and those who heard about it, seemed to be in a state of shock, with many reporting the inability to sleep or concentrate properly on their classes. For those who believe that the welfare of students is paramount, firing and transferring professors in the middle of a semester—leaving many students confused and disturbed—seems misguided and misdirected. Faculty who have been here a while feel that the atmosphere on campus is a mixture of despair, dismay, and gloom. Compare this to the feeling of previous years when it was often said: "The sun always shines at Montgomery."

For several weeks leading up to October 9, and in the days since, there has been a lot of silence. Public denunciations of faculty have occurred, causing for some, the replacement of open expression of opinion with "paranoia"; also, real mistrust between colleagues has resulted. A realization of the



Campus Updates, cont'd

disenfranchisement of faculty has replaced any hope for shared governance, especially when officers of the Faculty Senate have been so directly affected. As a result, confidence in the Faculty Senate is low, and some wonder if it's worth participating in since the Senate can be dismantled so easily. Most faculty have shared their concern that what many consider a "calling," or at the very least "a career," has turned out to be "just a job"—one that can be snatched away at any moment for questioning an administrative action or decision.

Of course, in all of this, the AFT has stood by and supported its members who have been directly involved in the issue and counseled members with concerns and apprehensions. Our membership at Montgomery has more than doubled since the "Troubles" (my apologies to the good people of Northern Ireland) began, the greatest increase in all my years here. In the midst of all this turmoil, AFT remains an independent organization standing for justice and fair treatment.

Martina Kusi-Mensah, AFT-Faculty VP

If you are interested in membership or would like to discuss a work-related issue, our AFT Faculty and Staff Vice-Presidents are here to assist!

Please don't hesitate to contact them!



A Highlight On AFT PLUS BENEFITS

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A Highlight On AFT PLUS BENEFITS

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affordable.**



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AFT-Lone Star College

AFT Local Union # 4518

GOALS

- To promote academic excellence
- To protect academic freedom in higher education
- To preserve and protect the integrity and unique identity of each of the institutions of higher education in Texas
- To protect the dignity and rights of faculty against discrimination
- To ensure that faculty have an effective voice on all matters pertaining to their welfare
- To secure for all members the rights to which they are entitled
- To raise the standards of the profession by establishing professional working conditions
- To encourage democratization of higher education
- To promote the welfare of the citizens of Texas by providing better educational opportunities for all
- To initiate and support state legislation which will benefit the students and faculty of Texas
- To promote and assist the formation and growth of Texas United Faculty chapters throughout Texas
- To maintain and promote the aims of the American Federation of Teachers and other affiliated labor bodies

Professional career
protection and a
united voice at work
Join us today!

BENEFITS

- \$8,000,000 Occupational Liability Insurance
 - provides security while teaching
 - protection against litigation
 - malpractice protection
- \$25,000 Accidental Death Insurance
- Legal Assistance
 - Free consultation and representation on grievances and job related problems
 - Services of leading labor attorneys
 - Legal Defense Fund protection
- Political Power
 - Texas AFT lobbyists in Austin
 - AFT lobbyists in Washington
 - Representation at the Coordinating Board
 - Support for local electoral work
- Affiliations
 - Affiliated with the Texas AFL-CIO
 - Affiliated with the American Federation of Teachers and Texas AFT
- Staff Services
 - Professional representatives to assist and advise in processing grievances
 - AFT research facilities
 - Leadership Training
- Savings and discounts on goods and services with AFT PLUS Benefits
- Free \$10,000 term life insurance policy for first year of membership

Monthly AFT Dues

| | |
|------------------------------|---------|
| Full-time Faculty | \$34.15 |
| Full-time Professional Staff | \$27.81 |
| Full-time Support Staff | \$24.35 |
| Adjunct Faculty & Staff | \$12.10 |

Membership Eligibility

Membership in the American Federation of Teachers (AFT) is open to full and part-time faculty and staff up through the dean level. If you would like to join or find out more information about membership, please contact any of the officers listed on page 12 of this newsletter, or check out our online information and application at:

www.aftlonestar.org



www.texasaft.org

American Federation of Teachers
Texas AFT
AFL-CIO



www.aft.org

American Federation of Teachers -Lone Star College Membership Application

AFT-Lone Star College is an affiliate of the American Federation of Teachers and the Texas AFT and accepts membership from all non-supervisory employees of the LoneStar College System. Indicate below whether you are a new member or a current member wishing to update your contact information. Membership with AFT-Lone Star College provides each member with an \$8 million Professional Occupational Liability coverage policy, legal defense coverage and access to representation for work-related issues. In addition, AFT-Lone Star College members are entitled to special savings and discounts through our AFT PLUS benefits program. **If you have questions about joining, please call AFT- Lone Star College @ 281-889-1009. You may also visit our website: www.aftlonestar.org**

1) Fill out the application below and choose your method of payment

2) Remit this application to AFT-Lone Star College President, Alan Hall

By US mail: AFT - Lone Star College P.O. Box 788 Spring, Texas 77383-0788 OR Interoffice mail: Alan Hall @ A-217, North Harris



2012-2013 Monthly Membership Dues rates:

Based on your position with the LoneStar College System, please select your appropriate dues rate.

- ☐ Full-time Faculty \$34.15/mo. or \$409.80/yr.
☐ Full-time Professional Staff \$27.81/mo. or \$333.72/yr.
☐ Full-time Support Staff \$24.35/mo. or \$292.20/yr.
☐ Adjunct Faculty \$12.10/mo. or \$145.20/yr.
☐ Part-time Staff \$12.10/mo. or \$145.20/yr.



IMPORTANT NOTICE:

Payroll deduction allows members to pay union dues in monthly installments. If you prefer to write a check to pay for your union dues, be advised that AFT requires the full yearly amount payable in 2 six-month installments. Exceptions to the rule apply for Part-time Staff and Adjunct Faculty only.

| | | | | | |
|--|----------------------|--|----------------------|--|----------------------|
| First Name: | <input type="text"/> | Middle Initial: | <input type="text"/> | Last Name: | <input type="text"/> |
| Home Address: | <input type="text"/> | | | | |
| City: | <input type="text"/> | State: | <input type="text"/> | Zip code: | <input type="text"/> |
| Home Phone: | <input type="text"/> | Email Address: | <input type="text"/> | | |
| Employee ID #: | <input type="text"/> | Campus: | <input type="text"/> | | |
| Position: | <input type="text"/> | Room #: | <input type="text"/> | Referred by: | <input type="text"/> |
| I am paid: | | <input type="checkbox"/> Bi-weekly <input type="checkbox"/> Semi-monthly | | Paid over: | |
| | | | | <input type="checkbox"/> 9 months <input type="checkbox"/> 9.5 months <input type="checkbox"/> 12 months | |
| Are you a current or new member? | | | | | |
| <input type="checkbox"/> Current member (Updating information and/or payment method) <input type="checkbox"/> New Member | | | | | |
| Choose method of payment: | | | | | |
| <input type="checkbox"/> Payroll Deduction (Complete the union dues agreement below) <input type="checkbox"/> Cash/Check (Two 6 month payments payable to AFT-LSC) | | | | | |

Union Dues Deduction Agreement

I hereby authorize Lone Star College System to deduct each pay period an amount equal to the dues in the amounts fixed in accordance with the Bylaws of AFT including any increase in dues in future years and pay same to said Union in accordance with the terms of the agreement between Lone Star College System and American Federation of Teachers. This agreement will remain in effect until Lone Star College System receives a written notice of cancellation from me, AFT or at the time of my termination, whichever occurs first. This authorization is subject to sufficient wages being available to comply with all other required deductions and existing federal and state laws.

Signature: (Print this form and sign here)

Date

[Click here to print form](#)

For AFT-Lone Star College office use only. Do not write in this box.

Position verified: YES NO (Initials) _____ NOTES: _____
 Dues Class: FTF AF FTFS FTSS PTS C _____



P.O. Box 788 Spring, Texas 77383-0788

We're on the Web!
www.aftlonestar.org



Call for Articles

We invite all employees to send us their opinions, news, questions, and so forth. *The Advocate* is a forum for information and free interchange of ideas. Send your ideas. Send your articles to **Pat Gray**, Editor via e-mail: patsy.gray@lonestar.edu, or submit to any of the following officers.

| | | | |
|----------------------|--------------|----------------------------|--------------|
| Alan Hall, President | North Harris | ACAD 217-G | 281-618-5544 |
| David Davis | North Harris | ACAD 264-G | 281-618-5543 |
| Linda Dirzanowski | North Harris | Health Professions Red Oak | 281-943-6819 |
| Jim Good | North Harris | ACAD 264-F | 281-618-5573 |
| Stephen King | North Harris | ACAD 162-H | 281-618-5530 |
| Allen Vogt | North Harris | ACAD 264-C | 281-618-5583 |
| Rich Almstedt | Kingwood | FTC 100-G | 281-312-1656 |
| Laura Codner | Kingwood | CLA 110—D | 281-312- 414 |
| Catherine Olson | Tomball | S 153 - H | 281-357-3776 |
| Richard Becker | Tomball | E 271-D | 281-401-1835 |
| Janet Moore | Tomball | E 210 -E | 281-401-1871 |
| Van Piercy | Tomball | S 153-J | 281-401-1814 |
| Martina Kusi-Mensah | Montgomery | G 121-J | 936-273-7276 |
| Louise Casey-Clukey | Montgomery | B 100-G | 936-273-7394 |
| John Burghduff | Cy-Fair | HSC 250-G | 281-290-3915 |
| Brenda Rivera | Fairbanks | 119 | 832-782-5068 |
| Earl Brewer | Fairbanks | S - 13 | 832-782-5029 |

Membership Has Its Benefits

The union encourages employees to join because they believe that college employees should have a voice in their professional lives. We don't encourage employees to join because they anticipate conflict or are already engaged in a conflict. In fact, if they are already embroiled in a situation, we are unable to help them. It is all too common for someone to approach the AFT and say something like, "I've been an employee for the district for several years, and I've just recognized the importance of joining." Typically, following that comment is, "I'm in trouble and need help." I finally lost track of how many times in the last year I've had to say, "I'm sorry, but member benefits don't cover anything that pre-dates membership." The individuals to whom I had to give this message were invited to join and provided some advice on how to proceed with their situation, but assistance ended

there. Were they members, a host of benefits would have been available.

The AFT provides its members with advice and guidance as well as representation in conflict resolution and grievances. We have our own local attorney and can seek legal advice and counsel for members. We maintain a local legal defense fund. In addition, membership dues include, at no extra charge, \$8 million in professional liability insurance for claims arising out of professional activities.

Most of our members don't join because they believe that they may need the AFT's help in a conflict. They join because they believe in the values of the AFT— that employees should be treated with dignity and respect, that employees should help each other, that employees should have a

voice in their professional lives, that employees deserve fair pay and good working conditions, and that the district needs a system providing checks and balances. They join because they want to support an organization that helps others in so many ways. A nice benefit is that, if they do need help, it's there for them.

If you believe in these values and are not a member, now is the perfect time to join. The AFT advocated effectively for the raise employees received this year. The annual membership dues are a small percentage of the raise. If you believe in our values, take action now and join the AFT.

—Alan Hall

