



The Advocate

FACULTY DIVERSITY

The issue of diversity is paramount across the national higher education environment and has been a long-time concern of the AFT. This article in the January 2010 On Campus, a publication of the national American Federation of Teachers, is relevant to our concerns, so we are reprinting it with permission as our lead article. We hope you find it worthwhile. Pat Gray, Editor

Fostering Faculty Diversity

Making diversity central to union work

LAST YEAR WAS Diana Bien-Aime’s first year teaching at Miami Dade College. The 29-year-old Haitian-American is a new associate professor of speech communication. Yet on a sunny Saturday afternoon in November, she was front and center at MDC’s signature International Book Fair, introducing journalist Gwen Ifill, featured speaker and author of *The Breakthrough: Politics and Race in the Age of Obama*.

One of the largest literary events in the country, the book fair is co-sponsored by the United Faculty of Miami Dade College, an AFT affiliate. The union makes it a point to give prominent roles to junior faculty at the fair, says Liz Ramsay, UFMDC chapter vice president and coordinator of the union’s faculty development program. It is part of a broader strategy to support and keep a diverse faculty.

“One of the things that helps with retention is making sure that our new faculty have opportunities to assume leadership roles in all the different cultural activities that take

place here,” says Ramsay. “We compete

with other institutions for the best and the brightest. A lot of times they get job offers from other institutions in their first few years. We deal with that by making sure the learning environment is as rich and engaging as possible.”

“I enjoy public speaking,” says Bien-Aime. The book fair is an example of how, at MDC, “they encourage you to do what you love.” At the same time, she adds, there is so much going on—“so many avenues to take to be a productive member of the faculty. If you don’t have clear directives, you can fall through the cracks.”

Providing the right support

That reality is why the union has honed its multipronged approach to orienting, mentoring and guiding junior faculty through the four-year process that leads to promotion and continuing contracts, MDC’s form of tenure.

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Miami Dade is an example of an institution that is doing many things right in its work toward the decades-long goal of achieving diversity and equal opportunity in higher education. Bien-Aime has a mentor, Philip Lane, who is a senior associate professor and former union representative in the Department of English and Communications.

Over the course of the past year, Lane and Bien-Aime have engaged in a process designed to help new faculty to feel a part of their discipline and community. They have met for coffee, exchanged syllabi, discussed her career strategy, debriefed on contractual matters, and gone over the ins and outs of life at the college.

The union has also made sure that Bien-Aime and new faculty like her have complete clarity about the work and requirements involved with achieving tenure. UFMDC has designed a robust series of faculty advancement workshops that have contributed to a tenure success rate of 90 percent.

This is what it takes, say Ramsay and others, to achieve a faculty that approaches the representative demographics of the college's student population. Still, it's a work in progress: In 2008, the student population was 68 percent Hispanic, 19 percent African-American and 9 percent white. According to the UMD Web site, in fall 2009, the faculty's ethnic makeup was 40 percent Hispanic, 15 percent black and 40 percent white.

Research shows that MDC's challenge is hardly unique. According to the most recent figures from the *Chronicle of Higher Education* and the U.S. Census Bureau, nationally, approximately 5 percent of faculty members are black, 3 percent are Hispanic and 0.04 percent are Native American—even though they represent 12 percent, 14 percent and 0.8 percent, respectively, of the total U.S. population.

"We've made headway in terms of increasing diversity of students," says Derryn Moten, co-chair of the Alabama State University Faculty-Staff Alliance and vice chair of the AFT Higher Education program and policy council (PPC). "But where

we've lost ground is the lack of diversity in under-represented faculty."

Unions renew diversity commitment

Moten leads a Working Group on Faculty and Staff Diversity, established by the PPC, which has been exploring the state of faculty diversity and what unions can do to renew higher education's commitment to racial, ethnic and gender diversity in the academic workforce. The group is working on its first report that it will publish later this spring.

On the first point—the state of faculty diversity—the news is mixed. Despite strong support for improving faculty diversity, movement has been slow on the diversity front. One reason is because new hiring among the ranks of underrepresented groups has been centered on contingent rather than tenure-track jobs. At MDC, for example, 46 percent of the classes are taught by part-time/adjunct faculty.

Furthermore, despite relative success in hiring minority faculty, many don't stay. A 2006 study from the Association of American Colleges and Universities, for example, found a 50 percent turnover rate among minority faculty at the 27 institutions studied—institutions making a determined effort to increase diversity. This turnover was a critical factor contributing to a lack of substantial advancement for minority faculty.

The institutional culture can be an issue, the working group found. Conditions sometimes can breed a sense of isolation and exclusion, even confusion about how to meet job responsibilities and advance professionally. Service and committee demands on faculty from racial and ethnic minority groups and on women can impose unreasonable work burdens.

What matters most

A recent article published in the September/October 2009 issue of *Change Magazine* delves into why life on the tenure track can be a revolving door for underrepresented faculty. Cathy Trower, principal investigator for Harvard Graduate School's Collaborative on Academic Careers in Higher Education, reports on CACHE's annual



survey of tenure-track faculty and notes differences in the experiences of minority faculty. The bottom line, she writes, is this:

Once they enter academe, what is of greatest significance to faculty of color is the kind of climate, culture and collegiality that they encounter. Those three things most determine their satisfaction with their work life and their capacity to succeed as teachers, scholars and members of the academic community.

The AFT working group makes two primary recommendations: that unions make advocating for faculty diversity central to local and national union work, and that unions establish standing diversity committees to coordinate activities and keep the union's eyes on the prize.

Sealing the pipeline

Betty Shadrick is eager to plug the leaks in the pipeline. She is the assistant dean of graduate students and director of graduate student diversity at the State University of New York at Albany. She is also the program manager for the Alliance for Graduate Education and the Professoriate (AGEP) and the Graduate Tuition Opportunity Program. And she is a delegate to the United University Professions, the AFT/NEA/AAUP affiliate representing faculty and professional staff at SUNY.

AGEP's mission is to increase the number of black, Hispanic and American Indian/Alaskan Native students pursuing terminal degrees in science, technology, engineering and math programs.

"Many of these students—once they complete their doctorates—are in demand in industries," says Shadrick. "We are trying to create a pipeline for them to pursue doctoral degrees, then to go into the professoriate." She says that in the past 10 years, about one-third of these candidates end up as faculty in higher education. The rest go into industry and work for the government. "We would like to see more."

Hiring the best

Through a labor-management diversity committee, the Cook County College Teachers Union/AFT has been working with the City Colleges of Chicago for decades to achieve faculty diversity through hiring. As bargained in the contract, the union appoints three members and management appoints three. In the early days, says CCCTU president Perry Buckley, the effort was focused on finding candidates. "We had to destroy the 'urban myths'—first, that there weren't enough candidates." Then, the committee had to take on the myth that affirmative action would mean quotas and "inferior" candidates. "When we did the hiring," says Buckley, "we hired the best."

Now, where the faculty was only 10 percent minority 20 years ago, it is 50 percent minority, says Buckley. But a new problem has arisen. Where older faculty have contractual tenure, the colleges' district office has imposed a rigorous tenure process on new faculty. It involves further study (if the instructor doesn't have the Ph.D.), a three-year tenure research project, the production of a portfolio and community service. This has affected retention.

Arlicia Corley, biological sciences professor at Kennedy-King College, was among the first to go through the process after being hired in 2001. There was no one to show her the ropes, and many of her peers didn't "see the sense of going through it," she says.

She vowed to provide guidance for others once she completed the process, and now, as CCCTU chapter chair, she's making sure all new faculty get direction.

Forcing action

Where the City Colleges of Chicago work with the union to address diversity goals, Temple University's response to requests for data about minority representation and pay equity has been inadequate, says Temple Association of University Professionals president Art Hochner. As a result, securing language in the contract to set up a joint labor-



management diversity committee became a goal of bargaining last year, and the union succeeded. "There's a sense of frustration about these issues not being addressed squarely," he says.

TAUP executive board member Camillia "Nikki" Keach has served on the faculty senate Committee on the Status of Faculty of Color. "We've never gotten information from the administration about how many faculty of color there are, what the salary structures are. I've been here for 30 years, and it's always been the same: Is Temple as diverse as it claims to be?" The answer is only anecdotal, she complains.

Temple is an urban university serving a diverse student body in the heart of Philadelphia. Yet, for the many years she has been an associate professor of linguistics, says Keach, "I've been told by so many students that I'm the first, the only African-American teacher they've had at Temple." Her reaction: "I think that's absolutely shocking!"

Now, with the committee as a contractual obligation, the union hopes for hard data, and then it will work with the university on an affirmative action plan.

Diversity "is still a topic that makes people uncomfortable," says Moten. "That's where unions can make a concerted contribution. The challenge is how to make this organic, natural, what you want to do, not what you feel you should do."

Barbara McKenna
Managing Editor, On Campus

Leading: On Management Styles, Productivity, and CBS Television

Way back in 1949, Lawrence Lindahl conducted a survey of employees in a variety of industries to find out what rewards mattered to most people in their respective jobs. The managers in those industries were asked to predict what the employees

would say, and they picked elements such as good wages, job security, and advancement opportunities. What the employees said surprised the managers and surprised Lindahl so much that he repeated the study in the 1980s and the 1990s with the same results.

The most valued rewards that the employees picked were intangibles: 1) feeling appreciated and 2) feeling informed about things that were happening in the company.¹

In another survey, exit interviews were conducted of employees who were leaving companies voluntarily. The number one reason given for leaving was "limited praise and recognition."²

Leadership is not an easy thing. Some people in positions of leadership aspired to those positions and prepared for them for years; others had leadership thrust upon them. In the Lone Star College System, we are blessed with many fine leaders who inspire their employees to achieve great results. Some are first line supervisors of only a few people. Some have loftier positions of much greater authority. If you work for one of them, please be sure to let them know how much they are appreciated.

Those of us who serve as union representatives hear much less than we would like about those leaders. Most of the time, when a member or other employee, either faculty or staff, comes to see one of us, it is because s/he wants to tell us about a leader of a different kind.

We hear accounts, for example, of supervisors whom employees rarely see or hear until something happens that the supervisor doesn't like. Slow to simply say "good job," those supervisors can be swift with a pen to write up a reprimand that goes in the employee's file. We hear from employees who, even if they had been reprimanded in the past, thought they had remedied the problem until they were called into supervisor's office to learn that the termination process was underway. We hear from employees approaching



contract renewals or applying for promotions who have no feel for whether their supervisors are disposed to support them or not. We hear from employees who feel like they don't know what their supervisor expects from them. Especially in the atmosphere of restructuring and reorganizing that has dominated the last three years, we hear from employees who don't know what's happening in their department or even whether their jobs will still be around for long.

Interestingly, what we hear is that some leaders fail at the very things that Lindahl said are most important to those they lead. Does that matter? From a supervisor's point of view, is it really important to have happy employees? Isn't it only important that employees be productive? Maybe, in fact, they'll be more productive if we keep them a little bit scared.

James Kouzes and Barry Posner wrote a book called *Encouraging the Heart*, considered one of the classics of progressive management theory. In fact, this book is on the reading list for the Chair Academy, a leadership training program for community college administrators. Our college system hosted a Chair Academy seminar a few years ago. In their book, speaking to supervisors, Kouzes and Posner write:

We know from our research that most people produce more in an environment where they get positive feedback, and productivity diminishes where there is little or no feedback or where they only hear from their leaders if something is wrong. Since it's your job as a leader to make sure people are earning their keep, you are probably not earning yours unless you are encouraging the heart.³

This makes sense. Trying something that is creative and innovative involves risk of failure. If one is unsure whether such innovation is really wanted or if one expects condemnation for failure, innovation and creativity are hard to maintain.

Although in many ways leadership qualities flow from the character of the leader, most experts seem to believe that productive leadership behaviors can be learned. Kouzes and Posner offer a list of benchmarks by which leaders can both evaluate how they are doing and see how to improve. The complete list is available in *Encouraging the Heart*. Here is a sample:

"I express high expectations about what people are capable of accomplishing."

"I pay more attention to the positive things people do than to the negative."

"I personally acknowledge people for their contributions."

"I clearly communicate my personal values and professional standards to everyone on the team."

"I find opportunities to let people know the *why* behind what we are doing."⁴

If leaders at any level want to start to move in this more progressive direction, they may find that difficult at first. Leaders may have become so disconnected from their followers that they may no longer have a good idea of what their followers do or what their working conditions are like. To get a handle on how to approach this issue, we turn to another source of expertise in management theory: the CBS television network.

Recently, CBS debuted a new reality series called *Undercover Boss* in which CEOs of major corporations go undercover in their own companies and work as entry level employees for a week. In the first episode, Larry O'Donnell, CEO of Houston based Waste Management, spent a week cleaning porta-potties, collecting garbage, and working the line in a recycling plant. He discovered how little he really knew about the work his company does and how significantly his management decisions impact the lives of his workers. For example, he met a woman garbage collector who carried a can in her truck to urinate in because the company



doesn't allow adequate break time. After his week undercover, Mr. O'Donnell saw how to make concrete policy changes that solve the problems and improve morale. After a few weeks, the changes resulted in marked improvement in productivity.⁵

From first line management on up, it would be a very useful exercise for every supervisor to spend some time doing the work of the people s/he supervises. Going all the way to the top, in the spirit of the CBS series, perhaps every community college chancellor should spend a week teaching developmental classes. Perhaps every college president should spend a week on the advising desk during peak registration time. Perhaps every chief operating officer should spend a week on the night shift as custodial staff.

Getting out of the metaphorical skyscraper and into the metaphorical streets could revolutionize how leaders view, understand, and interact with employees. Then, they could be successful at the hard work of helping their workers feel appreciated and a valued part of the future of their departments. The reward is a happier and more productive Lone Star College System.

FOOTNOTES:

1. Quoted in Kouzes, James and Posner, Barry, *Encouraging the Heart*, Josey-Bass (Wiley Publishing), San Francisco, 2003, p. 16
2. Survey by Robert Half International, Inc, Menlo Park, California, August 1994
3. Kouzes and Posner, p. 40
4. Kouzes and Posner, pp. 36, 37
5. *Undercover Boss*, CBS Television Network, broadcast date Feb 7, 2010

Dr. John Burghduff,
LSC-CyFair



Adjunct Issues: *David Rossi's poem and Woody Guthrie's song address the topic of people who loyally work long hours for very little pay.*
Pat Gray

Classes a'plenty

It's a mighty old board that my poor hands have marked
My sore feet have shuffled a dark empty hall
Out of your grad schools and workward we've come
To your classroom so full where we teach till we're numb

I worked in your mods, my office my trunk
I slept in the dark at the light in downtown
On the freeway or byway my car would break down
We come with degrees and we go as you please

Borders to coasts I teach all you cores
And I scramble 'cross districts when enrollment drops
Teach the poor and the old, cut expenses to bone
To keep a toehold on house and on home

Classes a' plenty you fill all year round
for highly skilled teachers who lack benefits
Every campus in the country we adjuncts have been
We'll work in the night and we'll teach before dawn

It's always we've struggled, those districts and I
Me to make money, them to deny
My knowledge I'll sell all my life if need be
Though it's next to nothing that's paid to me

David Rossi 02/01/2010
Reading and Writing Program Coordinator
Lone Star College-CyFair

Pastures Of Plenty

It's a mighty hard row that my poor hands have hoed
My poor feet have traveled a hot dusty road



Out of your Dust Bowl and Westward we rolled
 And your deserts were hot and your mountains
 were cold
 I worked in your orchards of peaches and prunes
 I slept on the ground in the light of the moon
 On the edge of the city you'll see us and then
 We come with the dust and we go with the wind
 California, Arizona, I harvest your crops
 Well its North up to Oregon to gather your hops
 Dig the beets from your ground, cut the grapes
 from your vine
 To set on your table your light sparkling wine
 Green pastures of plenty from dry desert **ground**
 From the Grand Coulee Dam where the waters run
 down
 Every state in the Union us migrants have been
 We'll work in this fight and we'll fight till we win
 It's always we rambled, that river and I
 All along your green valley, I will work till I die
 My land I'll defend with my life if it be
 Cause my pastures of plenty must always be free

Woody Guthrie 1941

One Body with Many Voices

Many of you may know that AFT President, Alan Hall, had surgery on his vocal cords during the break between semesters. His understanding was that the procedure was simple and that his voice would be back to normal by the first week of Spring '10. Unfortunately, a second procedure was necessary which left him voiceless and on sick leave for the semester. His voice is slowly returning, and he should be back at normal volume by the summer term. In general, he is in very good health. While he is on leave, however, the work of the AFT goes on. Vice presidents and other officers are serving as advocates for members who need support; meetings are continuing, and, obviously The Advocate continues to print relevant articles by people across the System. As one member who receives sometimes dozens of e-mails from his home computer, I can testify that Alan continues to have his hand on the pulse of the organization.

Pat Gray, Editor

Math Placement Scores Back on Track

In the November issue of The Advocate, I reported on a decision by the Lone Star College System Executive Committee to lower the cut off scores on the tests we use to place students into mathematics classes. A large team of mathematics faculty, working through the Achieving the Dream initiative, had used extensive research to select scores we believed would place students into the classes where they would have the greatest probability of success. The Executive Committee had voted to lower the scores without any discussion with the faculty or related staff in a decision made largely in response to outside political pressure.

I am very pleased to report that this decision has been reversed.

We are grateful to the presidents of the faculty senates at the five colleges who championed this issue before System administration. Thanks are especially due to Dr. Donetta Goodall, Chief Academic Officer, who listened carefully to the concerns that were brought before her, took the time to research the issue thoroughly, and engaged with the mathematics curriculum team to learn about the research and rationale that had gone into the decisions that had been made.

The resolution of this problem is an excellent example of the positive collaboration that can occur when administrators value and listen to the input of faculty and support staff as well. The lesson taken away from this discussion by all system administrators should be that engaging faculty and staff, and drawing on their expertise, should always be the first step in addressing any issue.

Dr. John Burghduff,
 Mathematics Professor,
 LSC-CyFair



A Meeting of Minds? Maybe Not

On Friday, February 12, 2010, System Deans, Chairs, VPs, and DOMs were requested to attend a meeting at the District Training Center. Three separate meetings were scheduled: one for the VPs and Deans, one for the Chairs, and one for the DOMs. We were to meet with the consultants hired to oversee the process of the rewriting of the job descriptions for each of the above positions. Originally, this meeting was scheduled for a Thursday, but when it was pointed out that most Chairs taught on TTh, it was finally rescheduled for a Friday afternoon.

The meeting began with the consultants introducing themselves and providing a general introduction of the topic of the day. During this discussion, they mentioned that they had known Dr. Carpenter for over 25 years. They asked about tasks and duties that we thought we should not be doing as well as suggestions of tasks and duties for which we should be responsible.

About halfway through the meeting, some displeasure was voiced concerning a number of faculty who felt that Corporate (i.e., The System Office) was disconnected from the faculty. A number of examples were provided, including the fact that the faculty was not involved in the decision regarding online dual credit even though we would be required to staff the positions. Another faculty member mentioned that although faculty had been asked for input regarding the construction of several classroom buildings, when the buildings were completed, no sign of the faculty input was in evidence. In addition Corporate has continued to schedule meetings for faculty at times when the faculty routinely teaches. The latest example is the recent Diversity Workshop. An announcement was sent to the faculty requesting their attendance for an all day Thursday event. The announcement prominently mentioned how expensive the speaker was. I would estimate that 90% of Chairs teach on a TTh schedule. Such continued scheduling indicates either a lack of awareness or a lack of caring about the primary function of faculty in this Institution.

During the meeting at the DTC, the consultant asked how many of the Chairs in attendance felt that there was a “disconnect” between the System Office and the faculty. Almost all raised their hands, and the consultant commented that it appeared to be unanimous. At this point I felt pride in being a LSC faculty member. We were united with a common purpose, something that has been infrequent since the establishment of the different colleges. As the meeting continued, further dissatisfaction with the general lack of faculty involvement in the decision making process was voiced. Leadership literature makes a very strong point regarding the outcomes that occur when those impacted by organizational decisions are left out of the decision making process. Regardless of how good the decisions are, they are not always accepted and often not implemented. This certainly has occurred in the recent past at LSCS.

As the meeting was winding down, and upper-level administrator indicated that we had to wrap things up as he wanted to make sure we were concluding on time. At that point, a faculty member raised her hand and asked if we could have the e-mail address of the consultants so that we could share any further comments or issues. The administrator immediately stepped in and stated that, in lieu of e-mailing the consultants directly, we should e-mail any further comments or suggestions directly to him and he would forward them to the consultants. There was audible laughter in the room. This suggestion was a clear communication that corporate is not really interested in faculty feedback. If they were, they would solicit and welcome direct and objective feedback even if it were characterized by anonymity. The fact that faculty could not anonymously provide further comments or information was a strong indication of a lack of trust between faculty and corporate and a lack of willingness of corporate to solicit and utilize feedback from those impacted by administrative decisions. It seemed a reinforcing and fitting end to the meeting as it well illustrated the major point we had been making.

Don Stanley, Ph.D
Chair, Psychology, LS-NH



African Folktale

One day an elephant went on a rampage in the jungle. He roared and ran all around, terrifying the other animals. As he started racing up a large, well packed elephant run, he came upon a little sparrow-like bird, holding its wings straight up in the air. The elephant became even angrier at the sight of the bird and stamped his feet and trumpeted, "What are you doing, standing there like an idiot and sticking your wings out like that?" The bird answered, "I'm holding up the sky." The elephant roared louder and screamed, "Are you crazy? You're a little bird. You can't hold up the sky!" The bird answered, "I'm holding up my part."

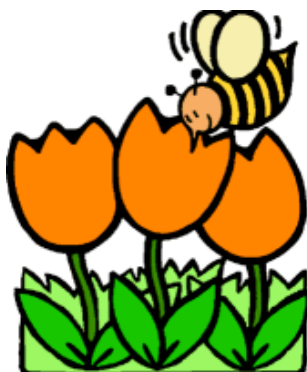


Submitted by Pat Gray, Editor

AFT Spring Celebration

Everyone is invited to celebrate the end of another successful semester with good friends and good food. Food and one beverage will be provided.

Hope to see you there!



DATE: April 30, 2010

TIME: 4:00-7:00pm

LOCATION: Bill's Cafe

22845 Texas 494 Loop Kingwood, TX 77339





**The AFT values employee excellence.
It is always our honor to recognize the annual
excellence award recipients**

2010 Faculty Excellence Awards

Melinda Becker, LSC-CyFair
Dean Campa, LSC-CyFair
Gwen Charvis, LSC-North Harris
Megan Franks, LSC-North Harris
Paulett Golden, LSC-Montgomery
Judy Harris, LSC-Tomball
Cliff Hudder, LSC-Montgomery
Julie Kendall, LSC-North Harris
Nickie Loftin, LSC-Kingwood
Larry Loomis-Price, LSC-Montgomery

Bruce Machart, LSC-North Harris
Rajiv Malkan, LSC-Montgomery
Sharon Miller, LSC-CyFair
Irina Nizova, LSC-Tomball
V.C. Patel, LSC-Tomball
Raul Reyes, LSC-Kingwood
Bill Simcik, LSC-Tomball
Eric Skiles, LSC-Kingwood
Clay White, LSC-CyFair
Diane Wilson, LSC-Kingwood

2010 Adjunct Faculty Excellence Awards

Assia Baburi, LSC-Fairbanks Center
Joanne Ballato, LSC-CyFair
Darin Baskin, LSC-North Harris
Lewis Boyle, LSC-Tomball
Vicki Bradley, LSC-Montgomery
Jennifer Briggs, LSC-North Harris
Jan Petroni Brown, LSC-CyFair
Caroline Chamness, LSC-Kingwood
Andy Dexter, LSC-CyFair
Charles Gillis, LSC-Kingwood
Charles Hines, LSC-CyFair
Lisa Lacci, LSC-Montgomery

Soyoon Lee, LSC-Tomball
Bob Lynch, LSC-CyFair
Suzanne Mattair, LSC-Tomball
William McClellan, LSC-Kingwood
Jane Ryan, LSC-North Harris
Mark Reynolds, LSC-Montgomery
Rajrani Sharma, LSC-Kingwood
Michael Walsh, LSC-Montgomery
Stephen Wheir (posthumously), LSC-CyFair

2010 Staff Excellence Awards

Patty Blaschke, LSC-Tomball
Elizabeth Centanni, LSC-Montgomery
Maria Chomiak, LSC-Tomball
Linda Cundiff, LSC-Kingwood
Joann Engallina, LSC-North Harris
Wyshunda Evans, LSC-North Harris
Katalin Fountain, LSC-CyFair
Linda Genco, LSC-North Harris
Karen Harris, LSC-North Harris
Chantell Hines, LSC-System Office
Helen Kubiak, LSC-System Office
Christina Levine, LSC-System Office
Lakisha McDowell-Bates, LSC-System Office
Joan McLouth, LSC-Montgomery
Maria McNease, LSC-Kingwood

Richard Miertschin, LSC-Kingwood
Suzan Nasra, LSC-Kingwood
Marva Pixton, LSC-Tomball
Manuela Sandoval, LSC-Montgomery
Ragini Shah, LSC-Fairbanks Center
Donna Soldner, LSC-CyFair
Jane Thorn, LSC-Montgomery
Judy Ward, LSC-Tomball
Doretha Wilson, LSC-CyFair

2010 Writing Awards

Jessica Armenta, LSC-CyFair
Gary Clark, LSC-North Harris
Suanna Davis, LSC-Kingwood
Susan Edwards, LSC-CyFair
Habib Far, LSC-Montgomery
Ted Lewis, LSC-CyFair
Bob Lynch, LSC-North Harris

Margaret McManis, LSC-CyFair
Dave Parsons, LSC-Montgomery
Basnagoda Rahula, LSC-Montgomery
Donald Resseguie, LSC-Tomball
James Seymour, LSC-CyFair
Crystal Weber, LSC-Kingwood
Amy Welch, LSC-System Office





The Lone Star College System will soon hold an election for three positions on the System's Board of Trustees.

Early voting is April 26th - May 4th.

The regular election will be on May 8th .

The AFT encourages all employees to vote.



**Lone Star College System
Trustees Election
May 8, 2010
Official Ballot :**



TRUSTEE POSITION 5

Gail Stanart

David Vogt

David Branham

Glenn Ware

TRUSTEE POSITION 6

Bob Wolfe

Rick Diaz

Elizabeth "Liz" Jensen

Margaret L. Cox

TRUSTEE POSITION 7

Linda S. Good

Richard Campbell

Vernon Reed



Monthly AFT Dues

Full-time Faculty	\$31.30
Full-time Professional Staff	\$26.75
Full-time Support Staff	\$23.15
Adjunct Faculty & Staff	\$11.25

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 16 of this newsletter, or check out our online information and application at:

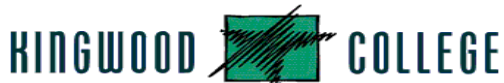
www.aftlonestar.org



Campus Updates



No report.



I think spring has finally arrived at Lone Star College – Kingwood. You can actually find a parking place during prime time! Funny how this seems to happen every spring as we approach spring break.

Things are really busy at LCS-Kingwood. Faculty and staff continue to train in iStar and Angel. We will be hosting ground breaking ceremonies for new construction on campus and at the Atascocita satellite campus. We have had many new faces join the LCS-Kingwood family this year and the AFT would like to welcome them to our beautiful campus. Laura and I continue to find the LCS-Kingwood administration willing to work openly with faculty and staff and we would like to extend our thanks to Dr. Persson and her administrative staff.

LCS-Kingwood is looking forward to hosting the end of semester celebration. We have tentatively scheduled the event for Friday April 30 at Bill's Café on Loop 494. Many of you will remember this site from our last hosting. We look forward to this opportunity to visit with our colleagues from across the system.

Rich Almstedt, AFT Faculty VP



We hope to see our members at the Spring Bread Bash being hosted by Kingwood AFT members. It should be a fun time for everyone... members and non-members!

Julie Alber, AFT Faculty VP
Chere Barlow, AFT Staff VP



Ahoy Maties,

The Western Seas are fair with mid-route level winds as we head into Port Spring Break. The high command has required a gang plank walk or two from around the war table and that be a few empty whiskey barrels a needin new bodies ta fil em. A lot of able bodied seamen ar a wonderin who be next. On the topside, it pears that issues with the Marines on board ar a settlin, whilst the timber tinkers start preparin fer the bildin of sum new docks this summer and fall. Ther also be scuttlebutt bout problems atween some Chief Petty Officers those that answer ta them.

The Commanders and Lt. Commanders all be preparing fer Port Mid-Term and the long run down Assignment Channel as we sail fer Port Finals once we load up on fuel an food at Port Spring Break.

Til next we report, keep them Whites bleached, the buttons shiny, and the steppin fancy,

Richard Becker, AFY Faculty VP



AFT-Lone Star would like to invite all faculty and staff at LSC-CyFair to a union information meeting on Friday, April 23 from 1:30 - 3:00 PM in CENT 151. Whether you are currently a member of our happy band, thinking about joining, or would just like to know what the AFT is all about, please come. Whether you are full time or part time, please come. You will get a chance to meet Pat Gray, editor of The Advocate, Kat Kupelian, our representative from the state AFT office and other wonderful people who keep your union going. This year we have been able to assist a number of our employees in resolving challenges they have faced in the work place and we have let our voice be heard on many important issues. Our membership has grown dramatically as well. Please come find out what your union can do for you, what you can do for your union and what we can all do together to enhance our common life at LSC-CyFair.

JOHN BURGHDIFF, AFT Faculty VP



AFT - Lone Star College

AFT Local Union # 4518

Strong, Active, Vocal: A Union of Professionals



American Federation of Teachers
Texas AFT
AFL - CIO



Local:

www.aftlonestar.org

281-889-1009

State:

www.texasaft.org

National:

www.aft.org



AFT-Lone Star College

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 Texas and other affiliated labor bodies

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 \$12,000 term life insurance policy for first year of membership

Professional career protection and a united voice at work.

www.aftlonestar.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 President, Alan Hall @ 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



A Union of Professionals

Monthly Membership Dues rates:
Based on your position with the LoneStar College System, please select your appropriate dues rate.

Full-time Faculty \$31.30/mo. or \$373.60/yr.

Full-time Professional Staff \$26.75/mo. or \$320.50/y.r

Full-time Support Staff \$23.15/mo. or \$277.30/yr.

Adjunct Faculty \$11.25/mo. or \$134.50/yr.

Part-time Staff \$11.25/mo. or \$134.50/yr.



A Union of Professionals

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 in one payment. 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 <i>(Updating information and/or payment method)</i> <input type="checkbox"/> New Member					
Choose method of payment: <input type="checkbox"/> Payroll Deduction <i>(Complete the union dues agreement below)</i> <input type="checkbox"/> Cash/Check <i>(Make full yearly payment payable to AFT-LSC)</i>					

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 articles to **Pat Gray, Editor**, NHC, ext. 5545 or e-mail: patsy.gray@lonestar.edu, or submit to any of the other following officers:

Alan Hall, President	North Harris College	ACAD 217-G	281-618-5544
Linda Dirzanowski	North Harris College	WNSP 180	281-765-7760
Bruce Machart	North Harris College	ACAD 217-A	281-618- 5542
Bob Locander	North Harris College	ACAD 270	281-618-5592
Allen Vogt	North Harris College	ACAD 264-C	281-618-5583
Magali Reyes	North Harris College	CE 102	281-260-3157
Rich Almstedt	Kingwood College	FTC 100-G	281-312-1656
Laura Codner	Kingwood College	SFA 113-D	281-312- 1414
Catherine Olson	Tomball College	S 153 - H	281-357- 3776
Richard Becker	Tomball College	E 271-D	281-401- 1835
Julie Alber	Montgomery College	E 205- E	936-273- 7241
Cheri Barlow	Montgomery College	C 100-C	936-273- 7370
John Burghduff	Cy-Fair College	HSC 117-R	832-290-3915
Brenda Rivera	Fairbanks Center	119	281-782-5068
Earl Brewer	Fairbanks center	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 say that 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.

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

They join because they believe in the values of the AFT— that employees