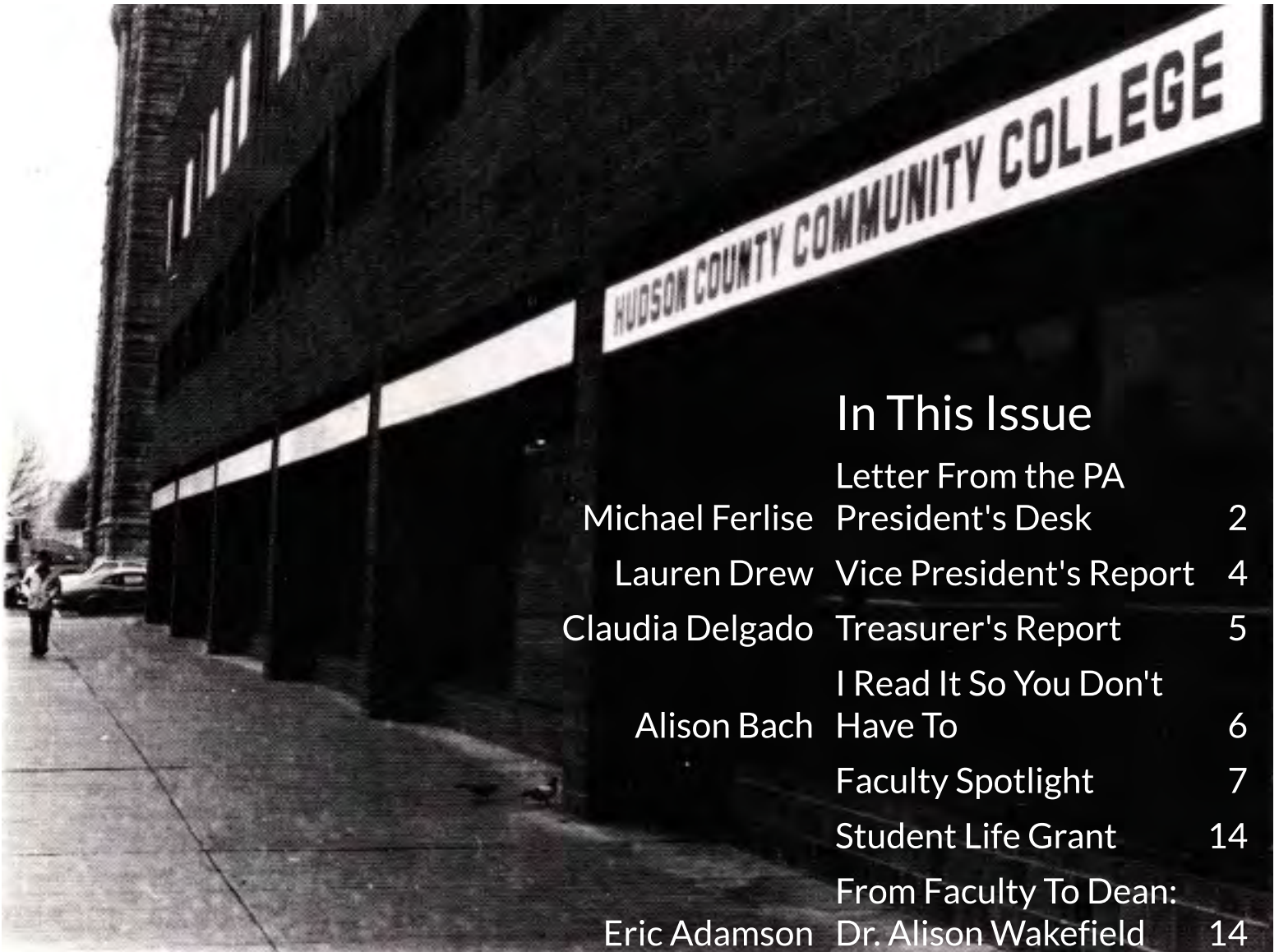


# THE UNION FORWARD

HCCC PROFESSIONAL ASSOCIATION NEWSLETTER

Term: Fall | Issue 2 | Date: Dec 15th, 2022



## In This Issue

	Letter From the PA	
Michael Ferlise	President's Desk	2
Lauren Drew	Vice President's Report	4
Claudia Delgado	Treasurer's Report	5
	I Read It So You Don't	
Alison Bach	Have To	6
	Faculty Spotlight	7
	Student Life Grant	14
	From Faculty To Dean:	
Eric Adamson	Dr. Alison Wakefield	14

Faculty Spotlight Featuring: Dr. Christopher Cody · Karen Hosick · Lester McRae · Katie Sweeting · Laura Samuelson · Joseph Gallo · Karen Hom-Galli · Dr. Shannonine Caruana



For a digital copy, scan the QR Code.





# Letter From the PA President's Desk

Michael Ferlise

The US Department of Labor, Gallup and other pollsters tell us that we are the exception when it comes to unions, not the rule. In spite of a recent number of successful unionization movements and ongoing labor struggles (Starbucks, Amazon, Apple, Chipotle, NYU graduate teaching assistants, and others), very few American workers, approximately only 10%, are in union's today. Though there is increasing public support for unions (71% of those recently polled by Gallop), more than 58% of nonunion workers say they are not at all interested in joining a union.

Consequently, few American workers benefit from the collective force and legal power of a union. Nor are they necessarily protected by existing labor laws, that can be and often are easily violated without recourse. This is a very important point to consider when weighing the value of union representation. Laws in themselves do not necessarily protect people or guarantee individual's rights – especially if our institutions are not forced to abide by them or recognize them in practice. Too often someone's rights are not realized merely because they lack the resources and influence to fight back against unjust and inequitable practices or violations, no matter how blatantly illegal they may be.

However, within the relatively short period of the last three to four years, our union has dramatically moved ahead of most American worker's experience, as well as many of our fellow unions in higher education who, in contrast to us, are struggling tremendously under hostile college presidents and aggressive administrations.

As we all know, fortuitous events at HCCC under President Reber provided a unique opportunity for a more positively oriented space of growth for our union, which the new PA leadership seized upon. Forgoing the typical adversarial posture, we defended faculty rights and protections while building bridges and working collaboratively with the new administration on common ends. A healthy and dynamic relationship has subsequently developed between the PA and our college administration. We have accomplished this as only we could, in unity as a collective body. With consistently dedicated teams of officers, committee chairs and their members, task forces, volunteers, and our member's financial support in local dues, the Professional Association leadership has tirelessly defended faculty rights and protections, empowered our members, and provided a strong independent voice and organization. The results have been noticeable.

Below I list a number of recent tasks, projects, and goals the PA set for itself and their current status. Bragging aside, you'll notice a number of those goals that have come to completion and others, we believe, should soon follow.

## 2022 Accomplishments

- Settled New Contract:
  - 9% average increase in salaries.
  - Uniform salary adjustments.
  - New coordinator job description and compensation.
  - Release time for all executive officers.
- 12 new tenure-track lines opened up.
- New PA Union Forward newsletter.
- Curriculum & Instruction Committee vacating conflictual Wed. meeting time.
- New timesheet procedures that allow sick days to be automatically accumulated.
- Academic calendar made compliant with contract's "3 working days" for grade submissions.
- Completion of integrated and updated 2022 PA contract.
- New Committees: Faculty Student Relations, Political Outreach.
- New "School Within a School" (SWIS) study group/collective – for and by faculty.
- New Union office and meeting room with ITV capacity.
- I Building Mold - Removal of faculty offices from basement.
- Increased local union dues.

- NJEA Conference attendance.
- NJEA Higher Ed. newsletter article (to be published).
- Violation of new faculty overload rights addressed.
- Proposed tower plans now include faculty offices.
- PA office hours regularly held by PA officers.
- Remote option for division meetings.

## Ongoing Developments

- New Membership chair and members
- Construction of new PA website.
- Compliance committee & representatives.
- Publication of Perennial Independent Magazine by HCCC faculty.
- Faculty Recognition Dinner committee and spring event.
- New Non-Teaching Additional Assignment Form – replaces "Payroll Change Form."
- Tenure Prep Committee new chair, members, and events.
- De-escalation of Student Complaints to College President and VP.
- Nursing and Radiography Lecturer's Inclusion within Contract as unit members.
- Teaching experience and time credited to tenure clock.

## Areas of Concern Going into 2023

- More tenure-track lines and conversions of Adjunct, TFT, Lecturer position to tenure lines.
- Promotion Prep Events.
- Increase in student evaluations of faculty.
- Continuing Ed. practices – integrity and safety issues
- Personnel issues handled – approx. 10 or more.
- Lab duties as Additional Assignments (additional compensation) for Coordinators.
- Provident bank account – need greater returns while maintaining low risk.
- New Tenure handbook.
- Intellectual faculty rights and recognition of faculty work.
- OER impact bargaining.
- Re-establish teaching seminar.
- Uniform enrollment caps.
- PA Universal calendar marking union events and meetings.
- Devoted budgets for each PA committee – application process, standard bylaws.
- Devoted budget of members applying for NJEA or NEA conferences.



# Vice President's Report

Lauren Drew

As unions grow, they develop more committees and task forces in order to provide more services and address greater issues. One of the PA Vice President's duties is to support this effort, which, thanks to the dedication, talent, and hard work of our members, continues to progress.

Just this semester, we have:

- hosted a welcome event for new Full-Time Faculty to get to know them and their concerns as well as to promote the benefits of membership in the PA
- held portfolio and interview prep events to support our tenure-track faculty colleagues
- provided training for PA compliance officers serving on tenure, promotion, and sabbatical committees to ensure that candidates receive fair and unbiased consideration
- formed three new committees to expand our presence and reach, including a Faculty-Student Relations committee, a Political Outreach committee, and a "School within a School."
- contracted Jeremiah Teipen to begin construction on a new PA website
- published the newsletter you are currently reading!

Through your local membership dues, the PA now provides each committee with a designated budget in order for them to hold events, bring in guest speakers, provide materials to our membership, and anything else they feel furthers their committee's cause and services. With our Treasurer, Claudia Delgado, we set up a simple set of procedures for committees to make budgetary requests and ensure that we are applying for NJEA reimbursement and/or grant funding whenever possible.

By spring 2023, our goal is that every committee will have their own PA bylaws stating their mission as well as describing the specific types of events they will sponsor and duties they will perform. Our goal in all of this is not only to build infrastructure that will allow our committees to routinely and reliably sponsor events for our members, but also to provide greater continuity and sustainability of the committees themselves when they transition from one chairperson to the next. We're getting there!

As a union, we rely on the engagement of you, our members, and we are deeply appreciative of the time you make to support our collective good. Below you will see a table listing our current committees, their chairs, and members. Thank you to those currently serving as well as to all those who have previously served! We quite literally could not do this without you.

# Treasurer's Report

Claudia Delgado

I am pleased to submit the annual report of the Treasurer of the Professional Association for the fiscal year August 2021 through September 2022.

## **Provident Bank Checking Account:**

- Beginning Balance (August 2021) ..... **\$11,217.85**
- Revenue from members' dues..... \$6,972.00
- Revenue from grants: ..... \$3,381
- Total expenditure was: ..... \$8,454.08
- End of Balance (September 2022) ..... **\$13,116.77**

## **Provident Bank Certificate of Deposit Accounts : CD 1 and CD 2**

- Beginning Balance (August 2021)..... **\$11,919.49**
- Interest gained..... \$12.92
- Ending Balance (September 2022)..... **\$11,932.41**

***TOTAL BEGINNING BALANCE (August 2021) ..... \$23,137.34***

***TOTAL CLOSING BALANCE (September 2022) ..... \$25,049.18***

This report describes the financial position of The Union. Our LAFAP (Locally Administered Federal Aid Projects) for the past FISCAL YEAR 2021-2022 was audited by Ruchowitz Hauzman Palmieri & Associates. The audited financial statements are available in our Union's office upon request.

I would like to thank you, the members of the Professional Association, for your confidence and continued support of our Union.

# I Read It So You Don't Have To:

Three steps to creating a classroom that celebrates neurodiversity by Jennifer Russ

*Alison Bach*

The November issue of the NJEA review featured an article by Jennifer Russ that highlights three key steps toward creating a classroom that goes beyond merely accommodating neurodiversity to celebrating it. While her article is geared towards K-12 educators, its ideas are equally applicable to those teaching in higher education.

According to Russ, we should begin by shifting our mindset from seeing neurodiversity as a disorder to instead celebrating the gifts that come along with it. Students with dyslexia, as she points out, often take a more innovative approach to problem-solving while those with ADHD or OCD are often more attentive or higher energy. These are traits to be celebrated and many major companies have instituted programs to intentionally seek out neurodiverse talent. By sharing these facts with our students, we can help them shift their mindsets, too.

Second, she urges us to create a classroom that is welcoming to all. This can be done by listening to our neurodiverse students about what helps and harms their learning and giving them what they need to be successful, but it also means accepting that sometimes students don't know what they need, and we will have to help them explore what works for them. To this end, she encourages us to teach the same concept in multiple ways, which could mean providing opportunities for nonverbal communication to benefit those with autism or designing activities that require students to physically move around the room for those with ADHD.

Third, she asks us to celebrate "weirdness." This means celebrating differences and engaging students in their interests, for neurodiverse and neurotypical students alike. It also means taking a good hard look at what we consider "weird" and challenging ourselves to accept it. Engaging students in conversations about their unusual interests, designing projects that allow them to research those interests, and modeling acceptance in front of other students are just a few methods that Russ shares to "celebrate the weird."

Following these three steps will create a more positive classroom environment for all students, neurodiverse and neurotypical alike, so even though I read it so you don't have to, you should check out the full article at the NJEA website [njea.org](http://njea.org).

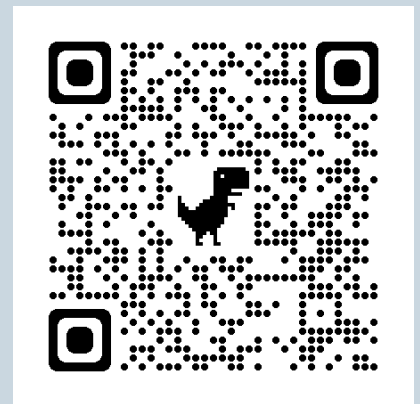
## Newsletter Survey

The Union Forward Editing Committee would love to hear from you!

Use the QR Code below to fill out a brief survey about your experience with the newsletter.

Comments, questions, concerns? Want to write an article for the newsletter?

Let us know in the survey!



[Click Here to Access The Survey](#)

You can contact the editing team with other questions via email at [eadamson@hccc.edu](mailto:eadamson@hccc.edu)

# Faculty Spotlight

## A Focus on Faculty

Hudson County Community College is home to some truly exceptional faculty members. In the bustle of the semester, it's easy to miss some of the amazing things our faculty members are working on and achieving.

In the following pages, the HCCC Professional Association would like to take this opportunity to put the spotlight on some of our faculty members recent activities.

In this issue, we are featuring eight faculty doing exceptional work. From exercise science to the All College Council, from historic tours to new certification opportunities for our students, our faculty do it all.

Here, you'll find a spotlight on the following faculty members:

Christopher Cody

Karen Hosick

Lester McRae

Katie Sweeting

Laura Samuelsen

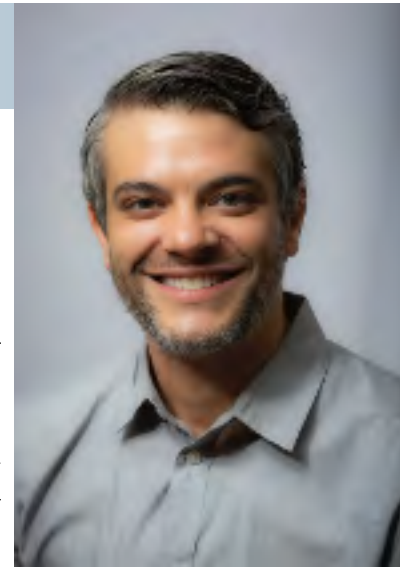
Joseph Gallo

Karen Hom-Galli

Shannonine Caruana

# Christopher Cody

Dr. Christopher Cody is a new Full-Time Faculty member in Humanities and Social Sciences teaching history. Dr. Cody spent time working as a temporary Full-Time Faculty member prior to his full time appointment. This fall Dr. Cody led his students on a walking tour of the Brooklyn Bridge, where the students learned about the original need for the bridge and why this piece of architecture is so important to the history of New York City. Dr. Cody wants to make sure that his students have both a practical and meaningful education where they can be excited about the history they learn and see how it plays out before them.



# Karen Hosick

Karen Hosick is a professor of Exercise Science and works endlessly with the college community to promote wellness and physical fitness. She recently acquired a microcredential from ACUE, and does Fitness Pop-ups with her students throughout the Hudson County community, where students learn to interact with the community. Karen provides hands only CPR training with faculty and created Fitness Fridays. Karen has also put the spotlight on LGBTQIA+ health by bringing in speakers to discuss transgender health issues and sits on the board of Garden State Rainbow Sports, an LGBTQIA+ organization that builds community through sports.

# Lester McRae

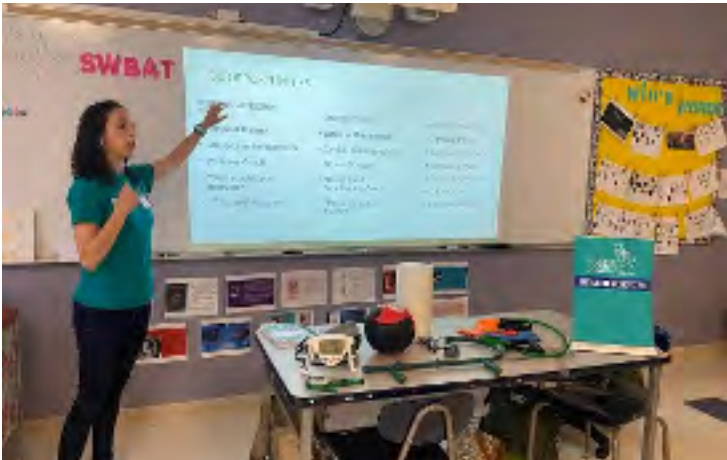
Lester McRae is a professor of Accounting and the advisor of the Business Accounting Club. He has recently spearheaded a certificate program at HCCC for accounting that students can complete for the credential in just one year. While many students will go on to complete their associates degree, this one year certificate marks a significant milestone. He has also pushed his students to apply for internships at the big four accounting firms as they have recently opened up opportunities to community colleges. In addition, Lester has also made a point of bringing in CPA's to speak to his students to inspire them.







Professor Cody on his Brooklyn Bridge walking tour with students and other members of the HCCC community.



Professor Hosick at Career Day at Union City High School.



Professor Hosick at a Garden State Rainbow Sports event.



Professor McRae with his students during a tour of wall street.



Professor McRae and the Business Accounting Club.

# Katie Sweeting

Katie Sweeting is a professor of English. Katie Sweeting has designed numerous classes and programs at HCCC, including the English Major. Katie, a recent recipient of a Fulbright Scholarship to teach in India, spoke at NISOD on Becoming a Fulbright Scholar. She is also preparing a presentation for the upcoming JASNA (Jane Austen Society of North America) convention which will focus on the women in Jane Austen's novels and the power that they hold. She is also working on an article about George Washington Williams and William Shepherd and their missionary work in the Congo.



# Laura Samuelsen

Laura Samuelsen is a professor of Math. Recently, she has completed an ACUE credential on creating an inclusive and supportive online environment. In addition, Laura is deeply interested in the study habits of her students, and is working to encourage students to study in a more meaningful way. Noticing that many students lack the skills necessary to study for math classes, she is collecting data about how the students prepare for assignments to have students reflect on their own learning process. In this way, she is working toward a math classroom that is more palatable and engaging for all of her students.

# Joseph Gallo

Joseph Gallo is a professor of Theater Arts. Joseph is getting ready to put on a stage production based on the book "Yuppies Invade My House at Dinner Time" at the Miles Square Theater in March 2023. Joseph will also be in the ensemble for The Moth's traveling storytelling show. At HCCC, Joseph created the Theater Arts Major and raised the money to build the theater classroom. Joseph founded the Theater Internship Program, which gives students paid internships at the Miles Square Theater - recently, the theater put on a show that was cast entirely of HCCC graduates.





Professor Sweeting with students in India.



Professor Samuelson with Claudia Delgado, Pam Bandyopadhyay, and Lisa Dougherty at the HCCC Open House, Spring 2022.



Professor Samuelson, her daughter, and Professor Lai volunteering at Liberty State Park.



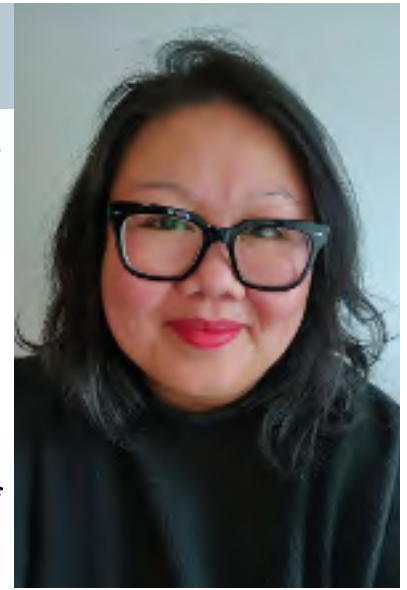
Professor Gallo with the cast of *Almost, Maine*, made up of HCCC graduates.



Professor Gallo standing in the Dineen Hull Gallery alongside his featured playbills.

# Karen Hom-Galli

Karen Hom-Galli is a professor of English. She is currently a doctoral student in the Historical Studies Department at Drew University with research interests in intergenerational trauma of Asian refugees, “otherness” and trauma in graphic novels, and allyship between Asian Americans and African Americans in American history. Karen also works in creative non-fiction, currently focused on her family’s transnationalism between the U.S. and China since the late 1800s and the origins of oranges in “The Humble Orange.” She coordinates the English 102 classes and is one of the co-founders of the HCCC Poetry and Language Collective.



# Shannonine Caruana

Dr. Shannonine Caruana is a professor of English. She recently finished the ECornell suite of DEI courses and is collaborating with The Wellness Center at HCCC for suicide prevention and awareness events. Shannonine is the driving force behind the Johanna van Gendt Scholarship, a scholarship created in memory of Johanna van Gendt, a former faculty member at HCCC who passed away in 2017. Shannonine will also be collaborating on a learning community that pairs English 101 classes and Psych 101 classes together for a connected learning experience.

## The Johanna van Gendt Scholarship

The Johanna van Gendt Scholarship was established by Shannonine Caruana and the Development and Planning standing committee of the All College Council in honor of Johanna van Gendt, a professor at HCCC who passed away in 2017. Johanna was a beloved member of the HCCC community and the scholarship seeks to honor her life by providing money for students who have been through the ESL program.

If you are interested in donating to the scholarship, donations can be made to the HCCC Foundation with a specification that the donations go to the Johanna van Gendt scholarship. The QR Code on the next page will take you to the donation website.



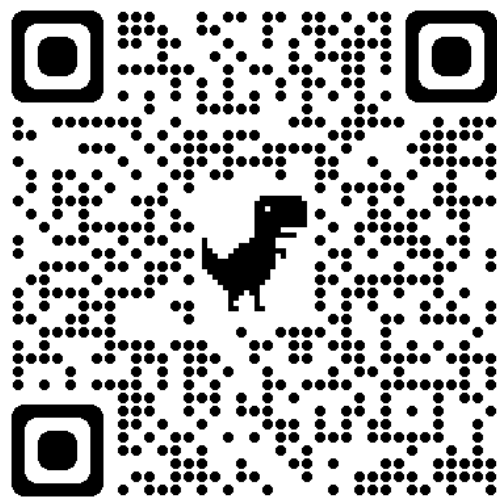
Professor Hom-Galli attends the Faculty Recognition Dinner in May, 2022.



Professor Hom-Galli introduces the Student Poet Laureate at College Service Day.



Professor Caruana speaks at the In Their Shoes Suicide Prevention event in September 2022.



To make a donation to the Johanna van Gendt scholarship, use the QR code above, and specify that your donation should go to this scholarship. [Click Here To Access The Link.](#)

## From Faculty to Dean: Dr. Alison Wakefield

*Eric Adamson*

The role of the academic dean is not an easy one. In some ways, they exist in a limbo between administration and faculty - a messenger between both sides and often caught in the middle of any tensions between the two. Dr. Alison Wakefield, who began serving as Interim Dean of Humanities and Social Sciences in July 2020, oversees Humanities, Social Sciences, English, and ESL. If that sounds like a lot of stuff under one umbrella, that's because it is. The divisions merged in Spring of 2022 making it one of the largest academic divisions at HCCC with more than forty faculty. Dr. Wakefield, who became the full time Dean in Fall 2022, has her work cut out for her.



But there are certain advantages that come from being a former faculty member. Most obviously, the experience of being in the faculty position that she is now in charge of managing. Dr. Wakefield began teaching at HCCC in 2009 and has built strong relationships across the school. Although the nature of some of these relationships has naturally changed in her shift from faculty to administration, she tells me that they are invaluable when it comes to communicating to different faculty members, even if it can make being the arbitrator of conflict awkward at times. The experience of being in the classroom can be exciting and wonderful, but also lonely and isolating and having someone in the administration who has experienced those challenges is essential to a coherent division.

Although she says she will miss the flexible hours of a faculty member, she ultimately made the decision to apply for the job because she thought she would be able to do a lot of good in the position. Encouragement from the college president, Dr. Chris Reber, and encouragement from her fellow faculty members also played a role in ultimately taking on the position. While Dr. Wakefield will have to manage some of the internal conflict between the faculty and administration positions on many issues, I look forward to seeing how she builds a new kind of relationship with the faculty and navigates the changing landscape of our division.

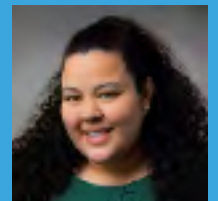
## Student Life and Leadership's Academic Collaboration Grant Funding

Student Life and Leadership earmarks thousands of dollars every semester to support co-curricular events at HCCC, including guest speakers in the classroom, off-campus site visits and trips, and more. These events support the office's mission of educating and engaging the whole student through high-quality activities that complement and enhance the academic experience.



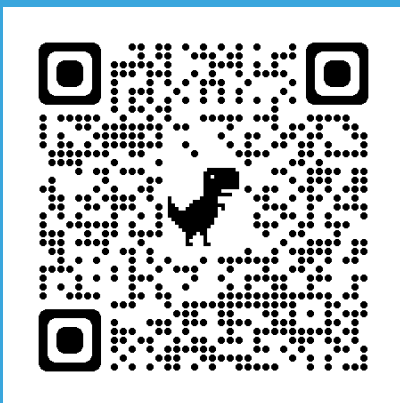
Want to take your students to a museum? Want to bring a speaker into your classroom? Student life can help make this happen. The Student Life team can help you organize your event, arrange transportation, and try to fulfill any additional needs.

To get started on a collaboration, reach out to [vgerosimo@hccc.edu](mailto:vgerosimo@hccc.edu) with the details of your request or any questions you might have.



## Join the HCCC Professional Association!

The Professional Association, commonly referred to as “the PA,” is the union of the Full-Time Faculty at HCCC. We represent the Full-Time Faculty of HCCC, including instructors, assistant professors, associate professors, and professors. This includes grant-funded instructors and temporary Full-Time Instructors, who are welcome to attend PA meetings.



Click Here To Access The Link

Joining is easy! The membership application can be completed online by using the QR code above.

Most of the form is straightforward. If any assistance is required when filling out the form, potential members can reach out to the membership committee chair Laura Samuelsen at [lsamuelsen@hccc.edu](mailto:lsamuelsen@hccc.edu)

## Professional Association Membership

A union is only as strong as its members! Like any union, we believe that we are stronger united in solidarity with one another. As a member of the PA, you are part of a community of Full-Time Faculty who have each other's backs. You can be confident that your rights will be protected and defended. You have a voice about issues that concern you, your work conditions, and the integrity of your profession. You have the right to vote on contract ratification and to elect executive officers to represent you and your interests.



HCCC Professional Association members attend the Faculty Recognition Dinner in May, 2022.

Aside from what our local offers, the NJEA provides legal support, a network of other organized professionals (including other unions at New Jersey community colleges), targeted training and workshops, a field representative who joins us at the bargaining table and provides continuous support and advice, funding for our local's events and initiatives, political action at the state and national level which has an important influence on educational policies, and many other services.

For a full description of the benefits, visit <https://www.njea.org/join-njea/>

# Professional Association Executive Officers

Michael Ferlise | President  
Lauren Drew | Vice President  
Claudia Delgado | Treasurer  
Sirhan Abdullah | Corresponding Secretary  
Gilda Reyes | Recording Secretary

## Professional Association Committees

### Compliance

Laurie Riccadonna | Chair  
Alison Bach  
Kathryn Buckley

### Newsletter

Eric Adamson | Chair  
Alison Bach  
Karen Hom-Galli  
Heather Connors

### Political Outreach

Michael Ferlise | Chair  
Cathie Seidman  
Sirhan Abdullah  
Lauren Drew

### Faculty Recognition Dinner

Kathryn Buckley | Chair  
Catherine Sweeting  
Antonio Acevedo

### Perennial

Angela Hebert | Chair  
Jeremiah Teipen | Designer

### School Within A School

Sean Egan | Facilitator  
Antonio Acevedo | Assistant  
Facilitator  
Angela Pack  
Catherine Sweeting  
Kate Thurman  
Christopher Cody  
Michael Ferlise

### Faculty-Student Relations

Raffi Manjikian | Chair  
Christopher Cody | Vice Chair  
Saliha Yagoubi | Secretary

### Tenure & Promotion Preparation

Courtney Payne | Chair  
Karen Hom-Galli

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Feedback, Questions, or Want to submit for The Union Forward?

Contact the editorial team at [eadamson@hccc.edu](mailto:eadamson@hccc.edu)

Pictures given courtesy of the featured faculty, Student Life, HCCC Libraries, and HCCC Communications