

VANGUARD

Official Newsletter of the Adjunct Faculty Association at Nassau Community College
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About Our Students,
Our Members,
Our College!*

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From the President's Desk



Stefan Krompfer

On behalf of your Executive Board and Representative Assembly, I wish you and yours a very happy Thanksgiving Day.

The Non-Fully Executed Contract Issue

Via an email sent on December 1st, 2023, Human Resources disseminated several college policy rules. One of those rules instructed part-time employees, which includes college adjuncts, that ***“no part-time work can be performed until a contract is fully approved.”***

On the first day of the Fall 2024 semester, the number of adjunct contracts that were not fully approved/fully executed was 105. On September 9th, 2024, the number was 88, and as of September 21st, there were 15 not fully approved/fully executed contracts.

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On October 2nd, after weeks of back-and-forth communications between us and the college that went nowhere, I, AFA VP Scott Stark, and AFA Executive Board Member and Grievance Chair Garry Ouelette, met with NCC's Chief Administrative Officer Dr. Maria Conzatti, Vice President of Academic Affairs Dr. Genette Alvarez-Ortiz, and Associate Vice President Office of Labor Relations Dr. Laurie Pezzullo. At that meeting, we could agree on a solution that would satisfy us and the college. I

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From the President's Desk



Stefan Krompfer

I am happy to report that we have a verbal agreement with the college that we believe will fix the problem. The college is creating an MOA that if written as we believe it will be written, will go a long way in solving this problem. As soon as the MOA is drafted, reviewed by our attorney, and consummated, we will share it with you.

Limited Course/Section Offerings Spring Semester 2025

I and your leadership team are very concerned about the inadequate number of course/section offerings that are available for students to choose from as they make their schedules. Complaints from students are surfacing that courses they want to take are not being offered. Moreover, when they are offered, they are being offered on days and/or at times when students are not available to take those courses. This, of course, flies in the face of the college's ability to retain students and its ability to attract new students. Severely limiting course/section offerings contradicts the college's marketing messaging assertion that Nassau Community College offers flexible scheduling opportunities so new and returning students can build their college schedules around their work and personal obligations.

I have instructed our Department Representatives to send me their department's course/section offerings for the upcoming Spring 25 semester and the course/section offerings for the Spring 24 semester. Once we know the severity of the problem and the college's reasoning for this "unwise" limiting of course/section offerings, we will create a position paper delineating the negative consequences of this to students and our member adjuncts. Our goal is to move the college to make more courses and sections available for the Spring 25 semester and future semesters.

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From the President's Desk



Stefan Krompfer

Nassau County's Flexible Spending Medical Program Reinstatement

Nassau County's Flexible Spending Medical Program (FSMP) enables enrolled adjuncts to set aside a dollar amount from their paychecks that go untaxed and must be spent on medical expenses such as doctor visits, prescription drugs, dental expenses, and more.

In late 2023, NCC's Human Resources Department informed member adjuncts who had applied for the program for the upcoming year that they were no longer eligible to do so. It goes without saying that this was totally unacceptable. It took me, and others, eight months to determine who decided to do this and to convince the powers that be that the plan needed to be made available to adjuncts once again. The net result of our work – **our adjuncts are now eligible to apply for the county's FSMP plan.**

I thank AFA member and Island Park Mayor Michael McGinty, Associate Vice President Human Resources Kathryn Austin, and Vice President, Office of Community and Governmental Relations Dr. Jerry Kornbluth, for the necessary and important roles they played in making this turnaround happen. Believe me, this was no easy task.

To learn more about the program, contact Human Resources.

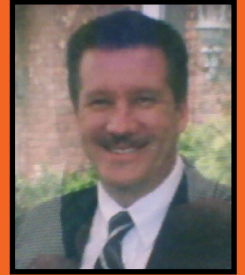
Stefan Krompfer
 President
 Adjunct Faculty Association



The Inside Scoop

The concerns of our members are the concerns of our officers. Whether you are a classroom adjunct or non-classroom adjunct, representing you and fighting on your behalf is our top priority. When an issue arrives at one of our desks, we go into action. While it might seem, at the moment, that nothing is taking place, behind the scenes we are evaluating the issue, strategizing the best approach to lead us to a favorable outcome for you, and putting that plan into motion. Of paramount importance for successful outcomes is getting the issue to the correct person as quickly as possible. One should not assume that bringing the issue to someone you know is going to have that person relay the issue to the appropriate person in a timely fashion or at all. We have different individuals in the leadership who specialize in different areas. If you feel that you are a victim of a contractual violation or you have been brought up on any type of disciplinary action, please email AFA VP Scott Stark at scottstark27@gmail.com AND AFA Grievance Chairperson Garry Ouellette at ouelleg@verizon.net and copy AFA President Stef Kromprier at stefcarol7@aol.com. If you are encountering a health or safety issue, please email AFA Health and Safety Committee Chairperson Ken Bellafiore at kbmediaman@gmail.com. For any other issue that you are uncertain about whom to contact, please email me at myafaonline@gmail.com, and I will direct the issue to the appropriate individual(s). In your email, please include a brief description of the issue that you are encountering.

As far as we are concerned, your issue is very important to us. Whether you believe it is a big issue or not, we will handle it quickly and with great resolve to bring it to a favorable conclusion for our member(s).



Richard D. Erben

Richard D. Erben
Chief Information Officer
Adjunct Faculty Association

Adjunct Spotlight

Jane Borovina



By Ruth Silverman

Welcome back to the Spotlight. This month I focus on another one of our SUNY Chancellor Awardees for Excellence in Adjunct Teaching, Jane Borovina.

Jane Borovina is a professor in the Biology Department, where she teaches Biology 101 and 102, Introduction to College Biology. She has been teaching at

*..you cannot get through
your day without a
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Nassau Community College since 2008. Professor Borovina began her college work planning to become a nurse. She soon discovered that working with patients was not a good career path for her. She was more challenged by the academic side and went on to major in psychology and biology at Manhattan College.

After receiving her B.A. degree, she taught high school for five years. She then continued her studies at Long Island University, where she earned a master's degree in biology. She then left academia for a while and worked in administration at

Farmingdale College as Assistant Director of Admissions. In 2008, she returned to teaching at Nassau.

What is it that drew her to biology? She says that you cannot get through your

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Adjunct Spotlight

By Ruth Silverman

Jane Borovina

day without a good knowledge of biology. Today, between COVID, viruses, vaccines, antibiotics, etc., you need to know the biological facts. She also includes the documented biological theories along with the facts in her lectures. She enjoys changing people's lives and feels that through teaching biology, she can open the student's eyes to the importance of understanding how our bodies function and work.

Professor Borovina feels that each semester and every class is different. She uses many techniques to engage her students. Her approach to teaching is to start each course by addressing the students' fears that they do not know anything about the subject matter. She explains to the students that there are different modalities used in learning. Many students can learn best through a combination of modalities, and they should learn what works best for them. She uses a combination in her lessons. For example, she assigns videos on certain topics and then asks questions

posed by the video. This is eye-opening to many students and it helps them become better and more aware students.

One student wrote to her that *“you have taught me that Biology or anything else is not based on memorization but to think. Every time I learned something, I would share it with the people I love.”*

AFA Grant Report



Attending ASM Microbe 2024 in Atlanta, Georgia, was a wonderful experience. It provided learning and networking opportunities for more than 5000 attendees from all over the world. There were numerous seminars, lectures, mini-conferences, workshops, vendor exhibitions, and poster presentations. I learned how AI is integrated in microbiology diagnostics, and patient care. Discussions covered important components of diagnosis and treatment of infectious diseases, information about newly emergent antimicrobial-resistant strains, and tips for educators to teach microbiology effectively. There were also information sessions on career advancement in the field of microbiology. Educational materials were distributed, and continuing education credits were awarded for some meetings.

Faiza Shah
Adjunct Professor
Allied Health Sciences