

VANGUARD

Official Newsletter of the Adjunct Faculty Association at Nassau Community College
One Education Drive, T Building, Room 520, Garden City, NY 11530
(516) 572-7294 | www.myafaonline.org

FROM THE PRESIDENT'S DESK

PAGE 2

MESSAGE FROM THE VICE-PRESIDENT

PAGE 4

THE INSIDE SCOOP

PAGE 6

AROUND THE REGION

PAGE 8

*WE CARE
About Our Students,
Our Members,
Our College!*



President - Stefan Krompfer
Vice President - Scott Stark
Secretary - Rosemarie Tavitian
Treasurer - Barbara Gregorio
Chief Information Officer - Richard D. Erben

AFA EXECUTIVE BOARD:

Richard Beck
Ken Bellafiore
Chris Enright
Bob Femminella
Paul Guadagnino
Garry Ouellette
Ethel Weeks

AFA DEPARTMENT REPRESENTATIVES:

Accounting and Business Administration.....Caroline Falconetti
Administrative Business Technology.....M. Debra DeSanto
Africana Studies.....Vacant
Allied Health Sciences.....Alan Hecht
Art.....Paul Guadagnino
Biology.....Robert Femminella
Chemistry.....Chris Enright
Communications.....Vacant
Criminal Justice.....Paul Schmidt
Economics and Finance.....Ethel Weeks
Engineering/Physics/Technology.....Richard Beck
English.....Henry Sikorski
Foreign Languages.....Ute Hellenbruck
Health/Physical Education & Recreation.....Ed Mack

History/Political Science/Geography.....Paula Carlo
Hospitality and Business.....Thomas Field
Legal Studies.....Joyce Birdoff
Library.....Kenneth Bellafiore
Marketing/Retailing/Fashion Buying/Merchandising/Fashion
Design/Interior Design.....Tom Sands
Math/Computer Science & Information Technology.....
.....Carmine Desanto
Mortuary Science.....Vacant
Music.....Garry Ouellette
Nursing.....Mary Ann Hellmer-Saul
Philosophy.....Philip Pecorino
Physical Sciences.....Michael Zito
Psychology.....Brent Nelson
Sociology/Anthropology and Social Work.....Ruth Silverman
Student Personnel Services - Instructors.....Darren Petronella
Student Personnel Services - Interpreters.....Judith Rackovich
Student Services.....Diana Cannone
Theatre & Dance.....Charles Albano
Unattached Technical Assistants.....William Lyons

AFA COMMITTEES:

Constitution/Bylaws.....Chair: Arthur Friedman
Members: Gerald Scharfman, Philip Pecorino
Elections/Qualifications.....Chair: Rose Tavitian
Members: Chris Enright, Rashied K. Sharrieff-Al-
Bey, Philip Pecorino
Grievance.....Chair: Garry Ouellette
Political Action....Co-Chairs: Garry Ouellette/Gerald Scharfman
Health & Safety.....Chair: Ken Bellafiore
Members: Carl Vinas, Chris Enright, Gail Sobel,
Mary Ann Hellmer-Saul, Mary Bagnasco, Robert
Femminella, Susan Mitchell
Scholarship and Grants.....Chair: Milton Perez
Members: Bonnie Fachler, Jan R. Figueira, Jim Hoyt

Administrative Assistant - Felicia Blackman

Vanguard Editor - Paul Guadagnino
Vanguard Preproduction - Grace Schneider



From the President's Desk



Stefan Krompier

THE STATE OF THE COLLEGE

As of this February 10th, our enrollment dropped to 10,748 heads. Once again, a steep decline in enrollment has sidelined many of our adjuncts who should be teaching and nurturing the students they care so much about.

College leadership at the very top is in a state of flux. Former President Jermaine Williams is gone, and NCC's General Counsel Donna Haugen has been chosen as a temporary replacement, her title Officer in Charge. Five* of our ten-member Board of Trustees' terms have ended. With new leadership in Nassau County and New York State, it is very likely that significant changes in the Board and the college presidency will take place in the not-too-distant future.

The age of our infrastructure - heating/cooling systems malfunctioning regularly, bursting steam pipes forcing the closing of necessary facilities such as the library, Wi-Fi system failures, mold that regularly rears its ugly head, and air filtration systems that are relics negatively impact the teaching/learning environment.

Particularly New York State, and to a lesser degree Nassau County, have failed in their obligation to fund the college properly. New York State has failed to "live up to the provision in state education law to fund 40% of community colleges' budgets."** Furthermore, our students pay far more than their fair share of the total cost of their education; Currently, they pay about 40% of the total. What happened to the formula of 1/3 from students, 1/3 from the County, 1/3 from the State?

THE FIX

Those who appoint Nassau Community College's Board of Trustee members, Nassau County Executive Bruce Blakeman and New York State Governor Kathy Hochul, must act quickly and smartly to reappoint or replace Board members whose terms have ended. New members to the Board must be capable of hitting the ground running. It is imperative that they come to the Board with an understanding of the problems that currently plague the college and are equipped to make the hard decisions that are needed to fix those problems.

They must:

- Understand and deeply appreciate what we, college faculty, administrators, workers, and staff do for the

...continued on page 3



...continued from page 2

From the President's Desk



Stefan Krompfer

students who enter our classrooms, offices, library and help centers each day.

- Respect and adhere to the process of shared governance.
- Hire a college president who is a strong manager who will:
 - Turn our enrollment decline into an enrollment incline.
 - Bring an influx of operating and capital funding to the college from New York State, Nassau County, and the Federal Government.
 - Spearhead the creation and implementation of a properly funded, timely marketing campaign that targets the right market segments, with the right messaging.
 - Makes Shared Governance as defined in the Academic Senate's Bylaws the reality that it needs to be.

Stefan Krompfer
President
Adjunct Faculty Association

* Board Member	Term Ends
Edward Powers	2021
Wanda Jackson	2020
Jorge Gardyn	2019
John DeGrace	2018
Kathy Weiss	2017

** NCC-SUNY Needs More Support from New York State

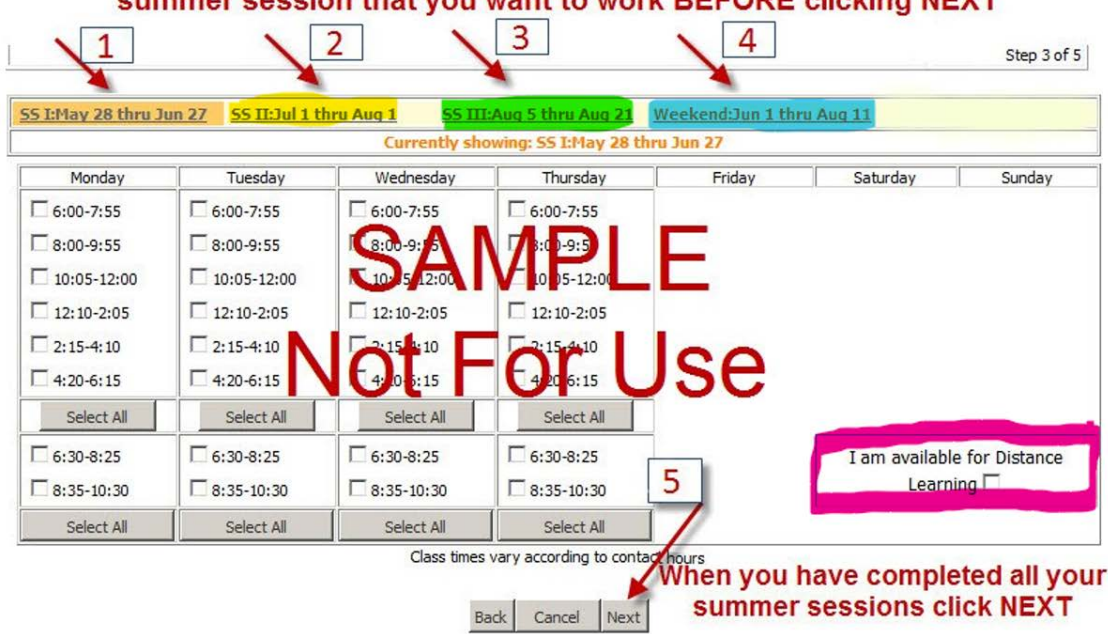
Message from the Vice-President



Scott Stark

The summer availability submission period opened on February 10th, and will be open through Thursday, March 17th, at 4:00 PM. Summer availability is slightly different than the other semesters. There are multiple sessions during the summer. One must complete availability for each session they choose to work. As you can see from the screenshot below, you must click the link for EACH summer session that you want to submit availability for BEFORE clicking the NEXT button. They are highlighted in different colors in the screenshot below (Orange, Yellow, Green, and Blue). Highlighted in Pink is the **one box** to indicate that classroom faculty are available for Distance Education; this one box indicates availability for **all summer sessions**. If you do not check this box, you will not be considered available for online teaching assignments.

Note: Please be sure to click the link and select your availability for EACH summer session that you want to work BEFORE clicking NEXT



Step 3 of 5

SS I: May 28 thru Jun 27 SS II: Jul 1 thru Aug 1 SS III: Aug 5 thru Aug 21 Weekend: Jun 1 thru Aug 11

Currently showing: SS I: May 28 thru Jun 27

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
<input type="checkbox"/> 6:00-7:55	<input type="checkbox"/> 6:00-7:55	<input type="checkbox"/> 6:00-7:55	<input type="checkbox"/> 6:00-7:55			
<input type="checkbox"/> 8:00-9:55	<input type="checkbox"/> 8:00-9:55	<input type="checkbox"/> 8:00-9:55	<input type="checkbox"/> 8:00-9:55			
<input type="checkbox"/> 10:05-12:00	<input type="checkbox"/> 10:05-12:00	<input type="checkbox"/> 10:05-12:00	<input type="checkbox"/> 10:05-12:00			
<input type="checkbox"/> 12:10-2:05	<input type="checkbox"/> 12:10-2:05	<input type="checkbox"/> 12:10-2:05	<input type="checkbox"/> 12:10-2:05			
<input type="checkbox"/> 2:15-4:10	<input type="checkbox"/> 2:15-4:10	<input type="checkbox"/> 2:15-4:10	<input type="checkbox"/> 2:15-4:10			
<input type="checkbox"/> 4:20-6:15	<input type="checkbox"/> 4:20-6:15	<input type="checkbox"/> 4:20-6:15	<input type="checkbox"/> 4:20-6:15			
Select All	Select All	Select All	Select All			
<input type="checkbox"/> 6:30-8:25	<input type="checkbox"/> 6:30-8:25	<input type="checkbox"/> 6:30-8:25	<input type="checkbox"/> 6:30-8:25			
<input type="checkbox"/> 8:35-10:30	<input type="checkbox"/> 8:35-10:30	<input type="checkbox"/> 8:35-10:30	<input type="checkbox"/> 8:35-10:30			
Select All	Select All	Select All	Select All			

I am available for Distance Learning

Class times vary according to contact hours

Back Cancel Next

When you have completed all your summer sessions click NEXT

[Adjunct Classroom](#)
[Adjunct NonClassroom](#)

...continued on page 5

Message from the Vice-President



Scott Stark

If you make a mistake, or need to change your availability, once submitted, you need to void your submission. The process for this is to respond to your confirmation email indicating that you want to “VOID” your submission. You do not need to call IT or submit a ticket. If you do, you will be told to respond to that email. I tested the process and my submission was voided within 24 hours. That is not a guaranteed time-frame, though. If you are going to void your submission, you will need to resubmit your availability **before Thursday, March 17th at 4PM**. I recommend that you **don’t void your submission** within 72 hours of that deadline.

Please feel free to contact me via email at scottstark27@gmail.com or by phone at (516) 859-0250 if you have any questions.

As always, it is my pleasure to assist, and my honor to represent you.

Scott Stark
Vice President
Adjunct Faculty Association

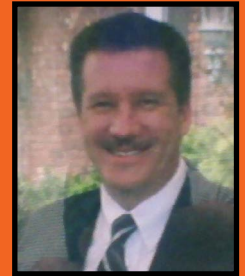
Adjunct Pay Dates

February, 21, 2022, March 7, 2022, March 21, 2022, April 4, 2022, April 18, 2022, May 2, 2022, May 16, 2022

For all full term courses, in order to make the first payroll date, the contract must be complete and entered in the system prior to Wednesday, January 26, 2022.

The Inside Scoop

In our last issue of the *Vanguard*, I offered some likely reasons why our college, once a hallmark of community colleges throughout the state, has descended to the point it finds itself today. In this issue, I am going to look to the near future as we are poised to begin a new chapter and potential new beginning yet again for our college as we embark on the process of hiring a new president.



Richard D. Erben

A successful new beginning must start from the very beginning. It is my hope that our next president has a very strong academic background and understands the long history and culture of Nassau Community College. Moreover, we need a president who subscribes to a consultative management style (CMS). CMS contributes to establishing trust between the parties; and it assists the president in learning the culture and obstacles that exist on our campus through consulting with faculty who possess a great wealth of knowledge across many disciplines. Policies and procedures that are drafted collaboratively are better received by all parties. Likewise, when diverging opinions are offered, bringing all sides together to a common ground begins the making of a leader.

Once a new president is hired, more than likely we will see several new administrators and a probable change to the organizational tree. While the following might seem to be common sense, we have witnessed this cohort of errors so often in recent years that it makes it worthy to memorialize. Administrators need to be experts in the areas that they are assigned. This will help them to understand the scope of their area's duties and organize those areas in a manner that they operate effectively and efficiently for the college and, by extension, our students. It is essential that these high-level administrators also work collaboratively with other high-level administrators in different areas so they have a working understanding of how the areas interact and how a decision they feel is needed will affect other operations. Moreover, they should also keep open lines of communications with the faculty and staff in

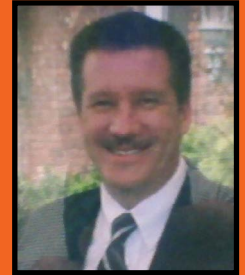
...continued on page 7



The Inside Scoop

their respective areas and develop procedures only after consulting with all in their areas. We have witnessed many procedural dictates over the past couple of years that have lacked an implementation plan. This is a result of failing to consult with faculty who are on the front lines of such dictates.

Historians often warn us of the dangers in forgetting the past. Several years ago, NCC was as close as one could get to losing its accreditation. Drs. Keen and Collins had the foresight to realize that saving NCC was going to take a collective effort that would draw on the immense talents of our faculty, staff, and administrators from every corner of the college. This challenge that seemed to be a hopeless situation was resolved successfully by what might have been the greatest collaborative effort in the history of NCC. It took coming together, faculty, staff, and administrators to save NCC's accreditation and it is going to take this same approach to save NCC and return it to the hallmark of community colleges within our state.



Richard D. Erben

Richard D. Erben
Chief Information Officer
Adjunct Faculty Association

NEW ADDRESS

Please notify us if you have changed your address in the past five years. Send your new address to: afa@ncc.edu Thank you!



Around the Region

Amazon Workers in Alabama Prep for Union Bid Vote After Regulator Ordered Second Vote

by PYMTS

More than 6,100 Amazon employees at an Alabama warehouse are set to take their second vote to unionize on Friday (Feb. 4), The Wall Street Journal reported.

The National Labor Relations Board (NLRB), an independent federal agency created by Congress to assure fair labor practices, said the votes are due by Friday, March 25.

On the first election one year ago, 71% of Amazon workers voted against unionization, putting the eCommerce giant in the driver's seat. But the NLRB said it discovered Amazon violated labor law during the election and ordered a second vote.

Amazon denied the allegations and said it has listened to workers and offers great pay and benefits in a safe and inclusive workplace. The company said it opposes a union and prefers to negotiate with employees directly.

Since the first vote, Amazon has boosted wages with an average pay at \$18 an hour and started to offer bonuses of up to \$3,000. In addition, the company said it has eased the pace at which workers must prepare packages.

Union organizers said this time, the increased vaccination rate in the country has made it easier to meet with workers. In the last election, the Retail, Wholesale and Department Store Union had to depend on phone calls and brochures sent via the mail. Kristina Bell, a worker at the Bessemer, Alabama plant and union organizer, said this time employees know more about unions and their mission.

Another union vote could be coming soon by workers at an Amazon facility on Staten Island in New York. The plant recently received at least 30% of workers support, the minimum required to hold a vote. A hearing on the election by the NLRB is scheduled for Feb. 16.

