

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

It is my pleasure to welcome both our new and seasoned adjuncts to our classrooms and offices for the 2018/2019 college year. I, your Executive Officers, Executive Board, and Representative Assembly are proud to work both on and off campus in your best interests, and by extension, the best interests of all students who come through our doors each day. Please know that I am happy and humbled to have been chosen to serve as your President.

I am especially thankful for, and extremely grateful to, the courageous adjunct leaders who founded the AFA forty-five years ago. Because of their efforts and the efforts of those who followed, the AFA has grown to where it is today, **the premier independent union representing adjuncts in our nation.**

I encourage you to visit our website at myafaonline.org and click on Objectives. All that we do to represent your best interests are enumerated in these objectives. These objectives encapsulate the promises we made when we ran for office and the goals we work to achieve for each and every adjunct we represent.

When we took office three and a half years ago, AFA membership numbered 796. Today we are at 1,633. I, and your leadership team, are so grateful for the support from those who were members when we took office and those who have become members while we have been in office. We are especially thankful to all of our members who have volunteered to work with us to serve and protect Nassau Community College's Adjunct Faculty.

Again, I welcome you and wish you the best as you enter this new and exciting college year. Be assured that your individual and collective brilliance and your dedication to our students motivates me and your leadership team to work long and hard on your behalf.

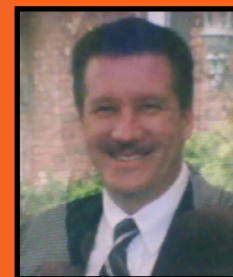
Stefan Krompfer
President
Adjunct Faculty Association

The Inside Scoop

This past June, in a 5 – 4 ruling in favor of Janus, the Supreme Court has turned our country into a Right to Work nation. In proof that this was a well-planned attack against labor, almost immediately following the decision the spin cycle began. First, Mark Janus, chosen to put his name on the suit, was asked to comment on the case. He clearly had no idea what the case was even about and simply said, “What else could be said”? Likewise, we saw well organized drop campaigns begin whereby the anti-labor organizations began electronic attempts to have union members leave their unions. Finally, the rehearsed spin was that the Court’s decision was a huge victory for workers. This last statement will clearly be an insult to the intelligence of our educated readership. If in fact Right to Work is a huge victory for workers, then the question must be posed, why then did workers who were oppressed under these laws stage state-wide strikes in several states? The answer is clear and simple. Right to Work is a misnomer for anti-labor. These individuals staged state-wide strikes because their contracts and unions were greatly weakened by these laws. They did not receive wage increases, working conditions deteriorated, and their labor protections virtually vanished. What these individuals did was demonstrate the principles of unionism and solidarity. They came together en masse to fight for a common interest. What we witnessed in these states was the Renaissance of unions.

Another misconception is that unions will be the victims. Unions are simply the fortresses that protect those who are represented by them. Union members are the cornerstones of that fortress. As outside forces chip away at the fortress, it weakens and protecting those inside becomes more difficult. The reality is that the will and resolve of the union members is the only thing that keeps that fortress strong and enables it to defend its members against the outside forces. We must remember that when a building falls, the building itself is not the victim but rather those who are sheltered by it become the victims. We must remain united for the sake of each one of us.

Undoubtedly, more attacks against unions will be in the near future. It is imperative that in order for us to save our benefits and protections we must become stronger in our union bond with every new attack



Richard D. Erben

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The Inside Scoop

launched against us. The power is within each of us to avoid losing everything and having to revert to desperate actions such as state-wide strikes we recently witnessed. In the end, we must continue to fortify the fortress that has stood there for over 45 years giving us benefits and protections.

The will and resolve of the human spirit can and will overcome the power and wealth of those seeking to make the working class a piece of history.

Richard D. Erben
Chief Information Officer
Adjunct Faculty Association

Contract Negotiations

To date, we have met two times with the college and we have two additional meetings scheduled for this month. We feel that we have made some progress in our negotiations. We are cautiously optimistic to reach an agreement in the not too distant future.

Click here to join or re-affirm your AFA membership:
<http://www.myafaonline.org/membership-application>

Adjunct of the Month



Professor Thomas W. Shinick is a recent addition to our adjunct faculty in the Accounting and Business Department at Nassau Community College. He came to Nassau Community College two years ago while teaching as a Senior Adjunct at Adelphi University's School of Business, and serving as Chairman of the School's Board of Business Advisors. He brings with him both an impressive background in business and in teaching, having been the recipient of the University's prestigious "Excellence in Teaching Award" for 2013-14.

Prof. Shinick is also President and CEO of Corporate Development Partners, Inc., a nationwide business advisory firm specializing in forensic management, strategic profit planning, mergers and acquisitions, organizational change, and turnaround strate-

gies for small, mid-cap, and Fortune 1000 companies. In addition, he is Chairman of the US-International Business Advisors, Inc., a global business facilitation firm. He recently received the "CEO of the Year" award from the International Association of Top Executives.

Prof. Shinick is a noted authority on the subjects of business assessment, strategic corporate growth, and turnaround management. He is a lecturer and published author on the subjects of strategic planning, marketing, business leadership, corporate development, and US-International business relations. He has appeared frequently on *CBS Business News* and is often quoted in various business media including *TheStreet.com*, *Bloomberg News World Report*, *Newsday*, *LI Business News* and the *NY Times*.

Prof. Shinick is an innovator in the classroom, where he places emphasis on student participation and active learning. He states emphatically, "*Businesses do not want students who just sit in classes and listen; they want those who actively participate.*" Prof. Shin-

ick requires students to both ask and answer questions during the course of the semester that require them to think creatively and problem-solve, while applying what they have learned in his class and beyond. His

students work together in teams, each team having project managers as they would in the real world of business. He is also known for bringing students to local companies where they can see firsthand how a business operates.

..it's a very rewarding time to be a part of the team as an Adjunct Professor of Business here at Nassau Community College.

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When asked what it is about Nassau Community College that makes him want to teach here, Prof. Shinick replied, *“It is the overall environment at Nassau. No student is ever a number. The Board of Trustees, the Administration, the Staff, and the Professors all truly care about the success of each student, and they are there to assist and support them every step of the way. As a result, the students are highly motivated to learn.”*

The Accounting and Business Department has an energy about it. The new Chair, John Despagna, is embarking upon a number of innovative ideas and programs; all designed to enhance the success of the students. Along with the Chair, I see experienced and dedicated professionals such as Professor Joe Gray leading current business affairs seminars and exploring new courses and business programs designed to meet the changing needs of students. Initiatives such

as these serve to further their knowledge and preparedness for success.

For me, it’s a very rewarding time to be a part of the team as an Adjunct Professor of Business here at Nassau Community College.”

Currently, the AFA is working to enhance the internship opportunities that are made available to NCC students. Prof. Shinick is a prime mover of this effort. He, along with Don Romano, Senior Wealth Management Lending Officer of the Bank of America, Ira Epstein, President and CEO of Common Sense Media Communications and AFA President Stefan Krompfer attended the Applied Learning Workshop sponsored by NCC’s Applied Learning Committee and the Long Island Applied Learning Council held on campus last fall. Prof. Shinick’s business and teaching experience is vital to shaping this effort.

AFA Grant Report

I was very fortunate to receive a \$500 grant award from the Adjunct Faculty Association to attend the annual meeting of the American Anthropological Association held in Washington, DC, from November 29-December 3, 2017. I had been invited to participate in a roundtable session honoring Dr. Dorothy Holland, with whom I had worked on two research projects when I was a graduate student at University of North Carolina at Chapel Hill. My venture into anthropology began in my early thirties, following four years of teaching American history to high school juniors and five as an editor in Washington, D.C. Dr. Holland was a rising star in anthropology, and she was a new faculty member in fall 1974—one of that pioneering group of young women leading the way for women into research universities nationally. Today, Dr. Holland is

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Boshamer Professor of Anthropology Emeritus. The roundtable aimed to recognize Dr. Holland for her anthropological scholarship and her political activism in the service of social justice, especially in education, and her theoretical focus on children and cognition.

I went to the roundtable knowing I would speak on the two projects I had worked on-- one project on how children perceive and develop concepts about key cultural roles, centering on their perceptions of the role of teacher, and the second focusing on how children adapt to social and cultural change. As one part of this larger ethnographic study of school desegregation in a small city, I joined the project to collect “talking diaries” (tape-recorded interviews) from nine sixth graders who had been part of the first two years of school desegregation in a small city in the American South. The University of North Carolina Press will publish the ethnography written on this study later this year as part of a retrospective on important and enduring scholarly research by UNC faculty.

What I didn’t anticipate was the experience of the roundtable on me: I got to hear other anthropologists who had worked with Dr. Holland during the decades after I had completed my graduate studies. Their studies had touched other continents and embraced myriad topics on political and social change, literacy, gender, and education, as well as food and the protection of sustainable environments. What I experienced was being part of a village, and that we had all been nurtured by this one anthropologist, Dorothy Holland. What a life-affirming experience—emotionally, intellectually, and professionally.

Thanks to the AFA for this opportunity. I hope other adjunct colleagues will find ways to connect to their disciplines and learning interests that will enable them to take advantage of this wonderful AFA grant program.

Submitted by:
E. Joanne Taylor,
Adjunct Professor of Anthropology and Sociology

NYSTRS News

I have received several inquiries about Earnings after Retirement. Please note the response I received from NYSTRS:

“Thank you for your inquiry about earnings after retirement.

SERVICE RETIREES:

If you are a NYSTRS service retiree, you can have unlimited income from the following employment without impacting your NYSTRS retirement benefit:

- *Private employment;*
- *Federal employment;*
- *Public employment outside of New York State;*
- *Work as an elected official, inspector of elections, poll or ballot clerk, commissioner of deeds, juror, or notary public;*
- *Any employment beginning in the calendar year you turn 65.*

Under Section 212 of the Retirement and Social Security Law, you can currently earn up to \$30,000 in a calendar year for New York State public employment while you are collecting a NYSTRS pension. If you exceed the \$30,000 limitation in a given calendar year, NYSTRS must suspend your pension benefit

for the remainder of the calendar year if you continue in public employment. It is important to note that the \$30,000 earnings limit applies even if the public employer contracts with a private, third-party entity to hire you.

You may exceed this limit if your employer files for a Section 211 waiver and obtains approval from the agency that has jurisdiction over the employment (i.e., the Commissioner of Education; the NYC Board of Higher Education; a NYC school district; the NYS Civil Service Commission; or a college president). Waivers generally will not be granted to retirees seeking to return to the same or similar position within one year of retirement, and waivers will be limited to one year and can only be renewed once except in extreme instances.

Under a Section 211 waiver, your earnings will be limited if a) you received pay from that employer in the two years prior to retirement, and if b) those salaries were used in your final average salary. In that case, you may earn up to the difference between your Maximum retirement benefit and your final average salary (or, if greater, the salary you would be receiving had you not retired). You cannot renounce previously reported earnings to achieve unlimited earnings in retirement.

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Other rules are detailed in the Working in Retirement brochure, available in the “Library” section of our website at NYSTRS.org.

DISABILITY RETIREES:

If you are a Tier 1 or 2 member retired for disability, you may engage in gainful employment after retirement. However, earnings during a calendar year are limited to the difference between your final average salary (or, if greater, the salary you would now be receiving had you continued in service) and your retirement benefit. Investment returns and/or other disability benefits are not counted as employment income. We will contact you annually and request a report of your gross employment earnings. If you earn more than the limit, your disability benefit will be reduced by the amount of the excess. If you return to teaching at a salary greater than your final average salary, your disability benefit will be discontinued and you will be restored to active NYSTRS membership.

If you are a Tier 3-6 member retired for disability, you must be permanently disabled from all employment to qualify for a benefit. Employment of any form may jeopardize your disability benefit.

If you have any additional questions, please call us at (800) 348-7298. Thank you.

*Information & Communication Center
NYSTRS”*

Warm regards,

Margaret A. Renner, Ph.D.
AFA/NYSTRS Representative
Nassau Community College
One Education Drive
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516-541-0594



WE CARE
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Editorial: Penisons for Adjuncts

Every adjunct working at Nassau Community College has the individual ability, under NYS law, to participate in a New York State pension system, typically the New York State Teachers' Retirement System (NYS-TRS) or the New York State Employee Retirement System (NYSERS). Or to put it another way: every person employed at NCC in any adjunct position, classroom or non-classroom, no matter how full-time or part-time has the individual choice to join and contribute to a New York State retirement system.

I hope the prior paragraph is clear. I've written the above due to interactions I have had with adjunct colleagues concerning pensions. More than one fellow adjunct told me that they were not currently participating in any retirement or pension plan, despite working at NCC for years or even decades in adjunct positions. In my opinion, the NYS public pension plans we have access to are some of the best in the country and although participating in them does mean having payments to the system taken out of our pay, the return in retirement (especially if we live well into our

90's, or beyond) is usually well worth the investment. Only we, as individuals, have access to what our retirement payments from such a system may look like. It's a private affair, whereby financial information is only accessible directly between ourselves and the retirement system. This brings me to my next paragraph.

It's important to understand that the AFA does not have any legal role in regards to NCC adjuncts participating, or not participating, in any NYS retirement system. Contributing to a NYS public pension is entirely controlled by NYS law, not the AFA contract. This means the AFA has no jurisdiction in any pension matters. For members with questions, the best thing to do is to contact the retirement systems directly using the contact info at the end of this editorial.

Despite not having any legal

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Paul Guadagnino

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say in regards to pensions, the AFA is an informational advocate on the topic: we have accomplished this for years in the form of our AFA Retirement Committee, chaired by Peg Renner. Peg has worked hard in providing information to our adjuncts and in making sure we all have access to retirement seminars each year, held at NCC. It's my opinion that more of us should avail ourselves of these yearly seminars, as the common prevailing wisdom now says we should begin researching retirement at least 10 years before retiring (it used to be 5 years.)

If you have questions, pertinent contact info is listed below to get you started:

Margaret A. Renner, Ph.D.

AFA/NYSTRS Representative

Email: Margaret.renner@ncc.edu

Email: Profrenner@aol.com

Phone: 516-541-0594

New York State Teachers' Retirement System (NYSTRS):

Website: <https://nystrs.org/>

Phone: (800) 348-7298

New York State Employee Retirement System (NYSERS):

Be advised that NYSERS is run by New York State through an organization called New York State & Local Retirement System or NYSLRS currently.

Website: <https://www.osc.state.ny.us/retire/>

Phone: (866) 805-0990