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VANGUARD

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MESSAGE FROM THE PRESIDENT

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

Adjunct Faculty Association
AT NASSAU COMMUNITY COLLEGE

Adjunct Faculty Association

AT NASSAU COMMUNITY COLLEGE

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Adjunct Faculty Association
AT NASSAU COMMUNITY COLLEGE

Message from the President



Scott Stark

Strength Is Measured in Discipline

As we move through active bargaining, I want to take a moment to speak directly to our membership.

Negotiations are not a public performance. They are deliberate, structured, and strategic. Strength at the table is not measured by volume or rhetoric. It is measured by preparation, consistency, and a clear understanding of what we represent.

We represent professional adjunct faculty across every setting at this College — classrooms, clinical sites, laboratories, studios, online environments, and beyond. That means our priorities are not abstract numbers or shifting administrative preferences. They are rooted in pedagogy, academic standards, and the working conditions necessary for students to receive a meaningful education — whether that takes place in a lecture hall, a hospital setting, a lab, or a virtual classroom.

When discussions arise that touch on issues such as enrollment levels or working conditions, those conversations are not about convenience. They are about educational quality and the integrity of the learning environment. The pressures may look different in each adjunct assignment, from a library to a lab or from a clinical rotation to a traditional classroom, but the principle is the same: adjuncts must be positioned to effectively and responsibly assist and educate our students.

As adjunct faculty, we often experience the impact of policy decisions first. Adjuncts

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Message from the President



Scott Stark

see how policy affects student learning, assessment standards, safety, and professional accountability. We remain accountable for outcomes long after the policy decisions are made.

Our role as your leadership is to approach these matters carefully and strategically. That requires patience. It requires discipline. And it requires unity across departments and modalities.

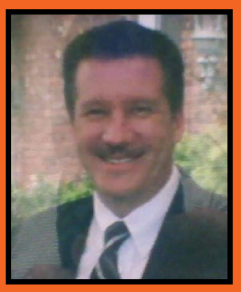
The good news is that our membership is unified. That unity is not symbolic — it is leverage. When administration understands that adjunct faculty across all areas of the college stand together, and that their representatives are steady, informed, and consistent — the dynamic at the table changes.

..adjuncts must be positioned to effectively and responsibly assist and educate our students.

Progress in negotiations is often incremental. It rarely happens in dramatic moments. It happens because leadership remains clear about principles and disciplined about process. I want you to feel confident in the direction we are taking. We are focused. We are prepared. And we are advocating with the seriousness this moment requires — for all adjunct faculty, in every setting across our campus.

Scott Stark
President
Adjunct Faculty Association

The Inside Scoop



Richard D. Erben

The concerns, suggestions, and comments from our members are not only welcomed but encouraged. At the end of the day, it is *you*, our members, that are the AFA. We remain committed to responding to members as quickly as possible. Our emails are checked several times each day. In an effort to provide you with a 24/7 tool to answer many questions, our comprehensive website was created for you, our members.

The AFA website, located at http://myafaonline.org, is a robust website filled with important information. The public part of the website includes: our labor contract, meeting dates, contact information, check dates, availability dates, an adjunct message board where adjuncts can interact, and a link to our official and only Facebook page.

The website also has a Member Portal which is a restricted members section where you will need to use the following password to gain access: afatogether. Found in this section are: meeting minutes, regional position openings, extensive AFA documents, eleven years of Vanguard archives, the AFA video library, seniority lists, past Adjunct Spotlight columns, and AFA member benefits.

Since the creation of this website in 2016, almost 114,000 people have visited our site. I encourage everyone to peruse this site and see all that it has to offer.

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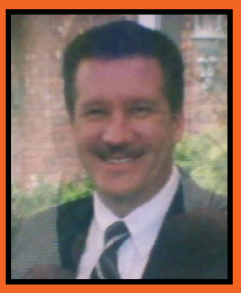
The Inside Scoop



Richard D. Erben

If you have a specific issue and you are uncertain who to direct that issue to, you can email me at myafaonline@gmail.com. I will make sure that your concern is forwarded to the correct individual who handles the issue you bring forward.

Richard D. Erben
Chief Information Officer
Adjunct Faculty Association

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