

# VANGUARD

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Official Newsletter of the Adjunct Faculty Association at Nassau Community College  
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(516) 572-7294 | [www.myafaonline.org](http://www.myafaonline.org)

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## AFA CONSTITUTIONAL AMENDMENT RESULTS

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## AFA MEMBER SPOTLIGHTS

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ADJUNCT  
AFA  
FACULTY  
ASSOCIATION

## From the President's Desk



Stefan Kromprier

Because the revisions to our Constitution have passed overwhelmingly--with a 95+% average in all sections--and new membership has risen to 1,192, I sat at my computer wondering what my message for this month should be.

For some inexplicable reason, a soccer team I coached a number of years ago comprised of middle-school-age children came to mind. I remembered that we had just completed a successful season playing outdoor soccer and, now, for the first time, we were going inside to play in a tournament held at North Babylon High School. Because of our success outdoors, I and the boys were confident that we would do well in this tournament. I gave the best pep talk I've ever given. The boys were pumped. They were "psyched" as they were announced, and ran out to play their first match. We proceeded to lose that game and the four other games we played that day. To say that we left the gym dejected would be an understatement.

Not long ago, a question from my now forty-seven-year-old son who is coaching his son's soccer team, came from out of the blue. "Dad, remember when we played in that indoor tournament at North Babylon High School?" "Yes," I answered. My son went on, "I remember your speech before the game; it was great. We all went out there ready to kick butt and we lost every game. Why?" My answer was simple: "We didn't have the skills needed to play indoor soccer."

Here I am a new coach so to speak with a new team. The "tournament" we entered a year and two months ago is very different from any we'd played in before, yet we have had some very good success. I asked myself why. The answer was plain and simple. All--and I mean all--the players have brought their "all-star skills" to the playing field; all-star skills that have in, at least some

cases, worked miracles in this new and different game. By design and through some luck, a team of AFA leaders, some elected, some appointed, and many who have volunteered their services, has been assembled, who on a daily basis are motivated, work hard and, most importantly, make each other better. Daily, we talk, offer each other input, constructively criticize each other's ideas -- not each other, and forge compromises that work for us all.

On most days I see myself as the leader of a finely tuned and growing sixty plus-piece orchestra. The various sections--your leadership team; the Executive Board, your Chief Information Officer, our DR's/Representative Assembly, the committees/ committee chairs, specifically; Grievance Committee Chair Gary Ouellette, Constitution/Bylaw Revision Committee Chair Arthur Friedman and Asst. Chair Philip Pecorino, Elections Committee Chair Rose Tavitian, Internal Audit Committee Chair Barbara Gregorio, Health and Safety Committee Chair Ken Bellafiore, and the Vanguard group - Paul Guadagnino, Christine Kalinger-Allen and Victoria Sferlazza, play the most beautiful music.

My interaction with member adjuncts over the past year and two months gives me confidence that a new wave of accomplished musicians are waiting in the wings ready to bring their talents and brilliance to our wonderful orchestra. In an effort to further improve our "orchestra," new sections/committees are being formed. Our "Musical Director" Scott Stark will announce the formation of new committees and provide you with the particulars as to how to apply. I am sure our current orchestra, in concert with members soon to be added, will make the most beautiful music ever.

Stefan Kromprier  
President  
Adjunct Faculty Association

# Message from the Vice-President



Scott Stark

I hope your Spring 2016 semester is off to a good start. It certainly was successful for the AFA. As far as our assignment process went, there were very few issues. The few that have

arisen were dealt with or are being dealt with. I can never give Garry Ouellette enough credit for his hard work in this area. Nonetheless, I'll try: Great job, Garry! On another positive note, our Constitution has been amended after a great deal of work by the Constitutional Revision Committee and the Executive Board.

I was overwhelmed with the response to our Constitutional Amendments. They passed at a better than 95% rate. I was most pleased to see the solidarity our members portrayed by the results of their vote. Privy to many of the meetings the Constitutional Revision Committee held, I was amazed at the work done, primarily by Art Friedman and Phil Pecorino. In retrospect, I shouldn't have been amazed. Art and Phil are members of the AFA, which is filled with experts from all walks of life. How could the amendments not be successful when they were written by and for our membership? When pulling from a pool of people as we have, I should expect nothing but excellence.

This is a call for more of your excellence. We're always looking for input and involvement from our members. An exciting way to become involved is to join one of our committees. As a committee member, you'll have a greater voice in the direction

of the AFA.

Four committees we're looking to fill are the Public Relations Committee, the Fundraising Committee, the Grants Committee and the Contract Committee. The Public Relations Committee will be charged with creating and publicizing events to build mutually beneficial relationships between the AFA and the college, as well as the community we serve. The Fundraising Committee will be soliciting funds to add to the scholarships and grants we award to students and members. The Grants Committee will seek grants from public and private sources to fund educationally related projects initiated by the AFA on and off campus. The Contract Committee will be responsible for soliciting and generating suggestions for our next contract negotiation. I know it seems like we just finished negotiations, but our current contract expires in September 2018. We want as much input as we can get before we sit down to negotiate.

If you'd like to serve on one of our committees, please send me an email indicating which committee(s) you're interested in. Please include a brief statement on what you will bring to the committee. It isn't necessary to have experience in that field, just a desire to assist the AFA. My email address is [scott.stark@ncc.edu](mailto:scott.stark@ncc.edu) or [scottstark27@gmail.com](mailto:scottstark27@gmail.com). I look forward to hearing from you.

Scott Stark  
Vice President  
Adjunct Faculty Association



# The Inside Scoop

## THE AFA 2015 ANNUAL REPORT:

Website visits: 16,334

AFA Group Members: 258

Facebook likes: 102

### Membership:

1/1/15 - 798 AFA Members 12/30/15 - 1,164 AFA Members (46% increase)

**1,748 active adjuncts** (had an assignment within past 3 years)

Agency Fee Payers: 588

### Arrears:

1/1/15 - 597 adjuncts owed \$97,500.00

12/30/15 - 249 adjuncts owe \$31,127.40

### Inquiries/Questions:

1,846 questions were answered through our email account [admin@myafaonline.org](mailto:admin@myafaonline.org). All questions were responded to within 24 hours of receipt.

### Office:

40 years of paper documents were organized and filed into 6 filing cabinets.

**15 years of documents have been reviewed and digitized.** This is an ongoing project.

**50% of all court cases/grievances have been indexed.** This is an ongoing project.



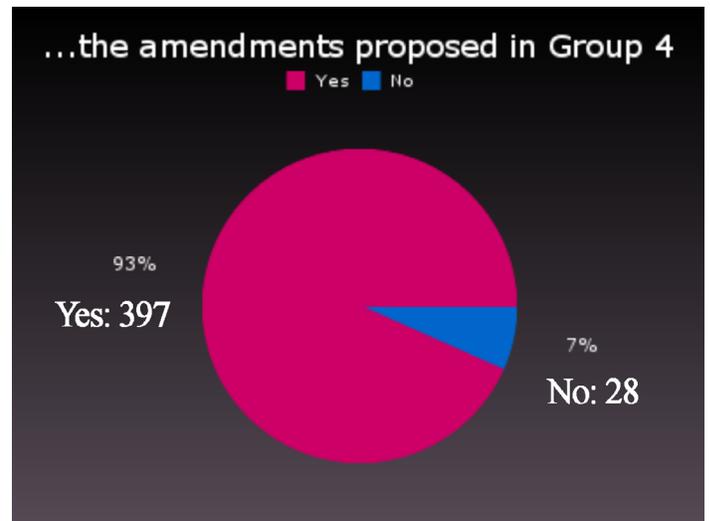
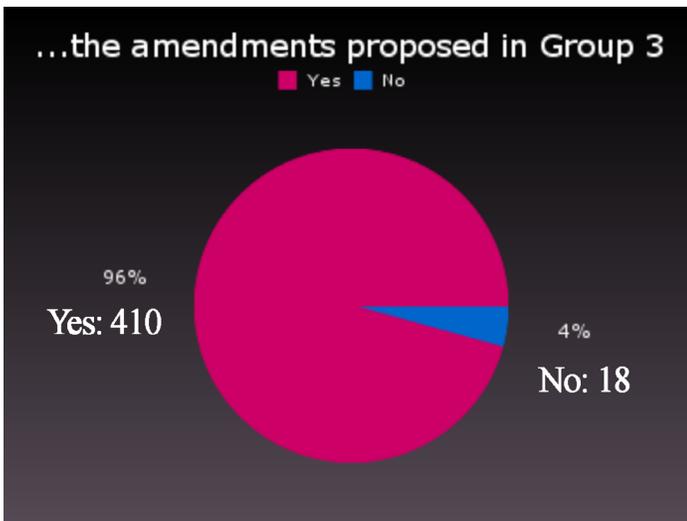
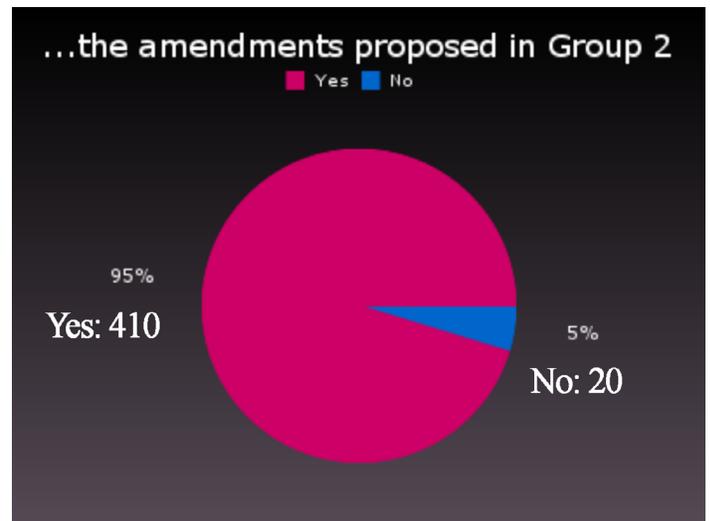
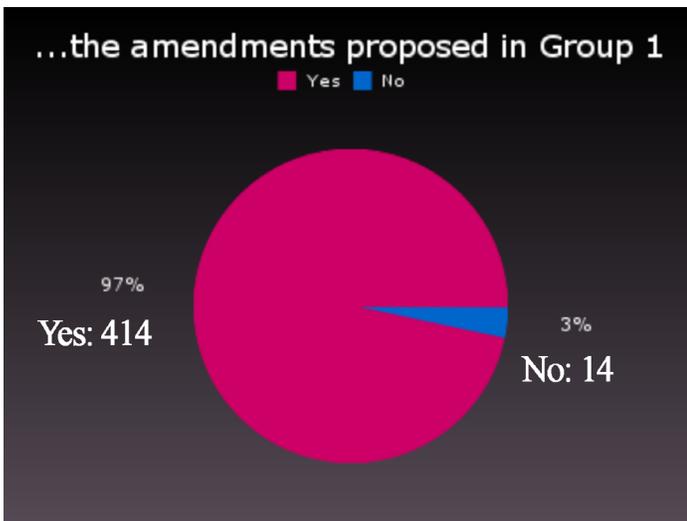
Richard D. Erben

Richard D. Erben  
Chief Information Officer  
Adjunct Faculty Association

# AFA Contitution Referendum Results

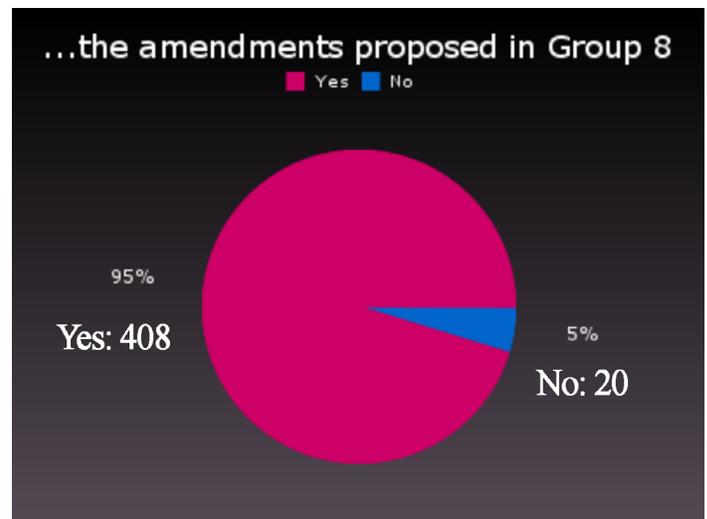
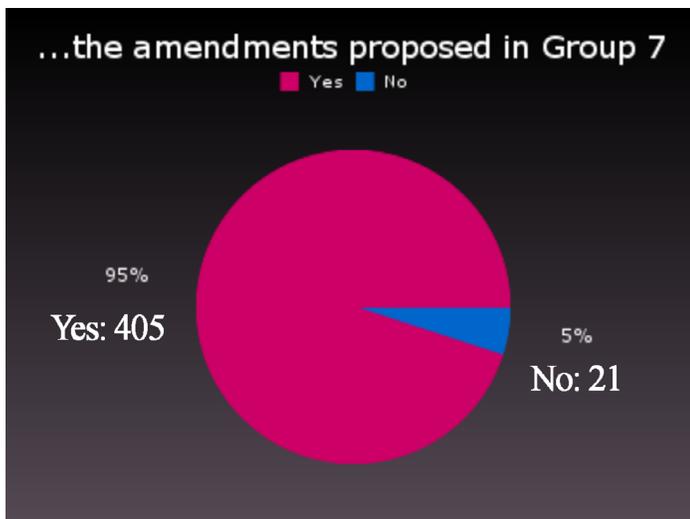
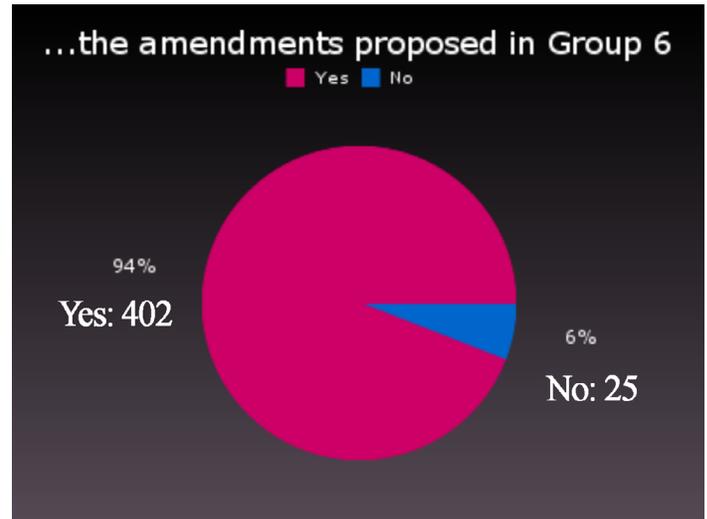
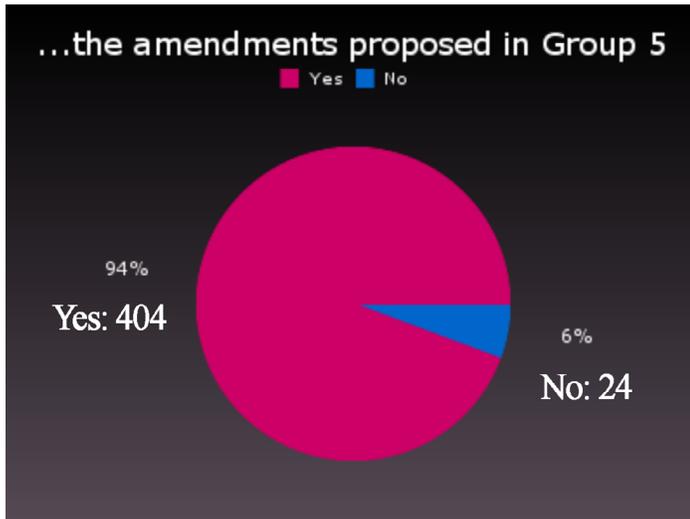
## AFA Members Approve All Proposed Amendments

On February 8th, 2016, AFA Chief Information Officer Richard Erben sent an email containing the results from the recent vote on updated amendments to the AFA constitution. All 8 groups of proposed amendments passed with flying colors. Below are graphs of the results, and readers can view the original results at the following link: <https://electionbuddy.com/elections/27183/results/2u4dekdm>



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## SPRING 2016 PAY CHECK DATES

The following are the anticipated check dates: 2/29/16, 3/14/16, 3/28/16, 4/11/16, 4/25/16, 5/9/16, 5/23/16.

# AFA 2016 Budget

The Executive Board at the February 6th Executive Board Meeting accepted the operating budget for 2016 for the AFA. The Executive Board has determined that the operating budget be included in the *Vanguard*. The budgeted numbers were based on past expenses and current anticipated expenses.

Prof. Barbara Gregorio  
Adjunct Faculty Association  
Treasurer

AFA - Budget for 2016		
Revenue		
Dues - Agency	160,000	
Dues - Members	400,000	
Interest Revenue	200	
Scholarship Income	6,250	
Total Revenue		566,450
Expenses		
Holiday Party	7000	
Accounting Services	12000	
Bank Charges	200	
Charitable Contributions	100	
Scholarship and Awards	22,250	
Scholarship Expenses	5000	
Department Representatives	85,000	
Executive Board Compensation (7 x 9932.29)	69,526	
Administrative Assistant	15,000	
Chief Information Officer	71,094	
Grievance Chairperson	31,365	
President	101,414**	
Treasurer	50,080**	
Vice President	75,277**	
Consultants	5,000	
Negotiation Team	0	
Recording Secretary	38,893**	
Vanguard Editor (800 x 12)	9,600	
Computer Software	1,000	
Scholarship Committee	4,000	
Vanguard Proof Reader	1,000	
Depreciation Expense	500	

Federal Unemployment (96,000 x .6%)	600	
Medicare Taxes 237,065 x 1.5%	4,000	
NYS Unemployment	4,000	
NYS Disability	300	
Workmen's Compensation	1,500	
Grants	5,000	
Professor Liability	2,000	
Legal Expenses	70,000	
Meeting Expenses	1,000	
Representative Meeting	3,000	
Retirement Seminar	200	
Executive Board Meeting Expenses	2,000	
Offices Meeting Expenses	3,000	
Office Supplies	2,000	
Payroll Processing	2,000	
Political Contributions	5,000	
Printing and Postage	4,000	
Post Office Box	200	
Website Expenses	500	
Compensation in Lieu of Release time - S. Krompfer	5,500	
Compensation in Lieu of Release time - S. Stark	9,500	
Honorariums	25,000	
Total Expenses		755,599
Income - Expenses		(189,149)
Release time Payments		252,000
Increase in Cash		62,851

\*\* Paid through college release time.

# February Membership Drive

## WHO IS MISSING? - YOU ARE.

During the Fall 2014 semester, deeply disturbed by what was happening to our great union, Stefan Krompfer decided to run for president. He had a vision that would raise our union from the ashes and bring it back to the great and mighty union it once was. He shared a very ambitious set of objectives he promised to accomplish if elected. Those objectives appear on our website at <http://myafaonline.org>.

Not only did Stefan accomplish each of the objectives but he did in record time. The foundation of Stefan's platform was to return the union to its members. During his campaign, as is true to this very day, his vocabulary almost always uses: we, us and together. During his first twelve months in office, we experienced an unprecedented 47% increase in membership. In 2016, 50 more individuals have become AFA members, with 41 new members in February, our recruitment month.

In all, 402 agency fee payers have decided the union that works for them and is available to them 24/7/365 is deserving of their support. We continue to work to enhance your opportunities and benefits. It is our belief that achieving a goal only brings us to the next plateau, where we will seek to navigate to new

heights for our worthy members.

We stand here with the door open and the welcome mat at your feet. To those who have the ability to offer time and share your input with us, we look forward to working with you. To those who have very tight schedules, we understand. Everyone can help us by simply joining the union. Your membership shows solidarity among our ranks. It is with a strong membership that we are able to continue successfully working to bring you new opportunities and a better working environment. Please help us ascend to new heights on your behalf by simply clicking the link below to become a new member of our union.

Become a member: <http://www.myafaonline.org/#!membershipform/c1nbb>

In solidarity,

Richard D. Erben  
 Chief Information Officer  
 Adjunct Faculty Association at NCC  
<https://www.facebook.com/myafaonline>

## DUES/FEES CHART

### AFA MEMBERSHIP DUES:

Amount earned:	Dues:
Less than \$800/semester	None
\$800 - \$1600/semester	\$ 60.00
\$1601 - \$2400/semester	\$ 110.00
Above \$2400/semester	\$ 170.00

### AGENCY FEES:

Amount earned:	Dues:
Less than \$800/semester	None
\$800 - \$1600/semester	\$ 55.00
\$1601 - \$2400/semester	\$ 100.00
Above \$2400/semester	\$ 155.00

# AFA Member Spotlights

Feature Writer Christine Kallinger-Allen

## Nassau Community College Adjuncts: Who We Are

Each semester you will find us working in classrooms and offices throughout Nassau Community College. We are part time workers who make a full time effort to educate and assist all those who have chosen our college community as “the place” to achieve their personal and career goals. We teach, counsel, re-mediate, and provide support services to the 22,000+ students who walk through our doors each day. Our ranks include doctors, nurses, scientists, fire fighters, law enforcement officers, actors, actresses, mathematicians, judges, lawyers, historians, government officials, interior designers, fashion designers, marketers, entrepreneurs, researchers, social workers, former professional athletes, writers, poets, C.P.A.s, artists, counselors and musicians, most, if not all, holding advanced degrees.

In short, all NCC’s classroom and non-classroom adjuncts work individually and collegially, helping our students realize the educational and career goals they seek to achieve each day.

Stefan Krompfer, AFA President  
 Scott Stark AFA Vice President

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### AFA Member Spotlight: Thomas D’Arrigo

Adjunct Professor Thomas D’Arrigo of the Economics and Finance Department continually works on his professional development. Since 2013, he has written seven personal finance articles on a pro bono basis for *Today’s Family*, a start-up newspaper in the Bronx. Prior to that, D’Arrigo worked with textbook publisher McGraw-Hill to add and edit the on-line portion of their *Connect Plus* software for a marketing and a management textbook. He also professionally reviewed Dhruv Grewal and Michael Levy’s *M: Marketing*; Barbara Van Syckle and Brian Tietje’s first edition of *Anybody’s Business*; Marshall, David H., Wayne W. McManus and Daniel F. Viele’s *Ac-*

*counting: What the Numbers Mean*, seventh edition; and Vicky Bajtelsmit’s first edition of *Personal Finance*. He has been listed in the 2006-2007 “Who’s Who Among America’s Teachers” and in the 1994 – 95 “Who’s Who Registry of Business Leaders.” D’Arrigo authored various textbook chapters, online programs and a self-study text, including chapters 6 and 7 in the second edition of *Stocks Bonds Options Futures*, published by Prentice Hall, 2001; sections of several NYIF On-Line Programs; and the New York Institute of Finance Self-Study text *Fundamentals of the Securities Industry*. He also carries the title of National Futures Association - Series 3 – Commodity Futures Representative.

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# AFA Member Spotlights

Feature Writer Christine Kallinger-Allen

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## AFA Member Spotlight: Joyce Culver

For Joyce Culver, her pictures are worth...well, recognition, art, a career and fodder for her students. Culver, who has taught in the Department of Art at NCC since 1980 and has been an AFA member for over 20 years, holds a BS in Art Education, SUNY College at Buffalo, NY and an MFA in Photography, Rochester Institute of Technology, Rochester, NY. She also studied at the Institute del' Arte, Siena, Italy. Culver teaches at the School of Visual Arts as well as NCC, where she has been teaching photography for over 25 years and digital photography, Art 159: Digital Photography, to Photography majors and non-majors. This course includes learning how to use the 35 mm DSLR and Adobe Lightroom and Photoshop. As Culver explains, Art 159 is a basic course for all students who want to learn about the camera and computer programs that support editing digital files and manipulating them.

Looking at her biography, resume, exhibition listings, grants and numerous works on her website, one can find the depth and breadth of her work, accolades and career that spans more than 40 years. Culver made her professional debut in the book and exhibition, *The New Color Photography* in 1977 with her color studies of objects in the landscape titled "*The Secret Soul of Things*." Joyce's early 1990's portraits of lesbian and gay couples explore power and dialog in relationships, acknowledging how love and commitment might look in this community at a time when it was not discussed. On-stage and candid "green room" portraits of celebrities, shot exclusively for the 92nd Street Y since the year 2000, capture creative talent in revealing moments of character. Currently, Joyce is working on a portfolio and book, *The Lulu Diaries*, about her beloved pet Lulu, a Senegal parrot who in 2014 flew away after 17 years of companionship. Culver's photographs are in the permanent collections of the Amon Carter Museum, the International Museum of Photography at the George Eastman House, MOMA, and in numerous private collections. She has received artist grants from the New York Foundation of the Arts to support her projects. Publications include: *The Arc of Love*, *Butch/Femme*, *Exploring Color Photography*, *Forbes*, *Fortune*, *Newsday*, *New York*, *The New York Times*, *Art News*. Clients include: The 92nd Street Y, Businessweek, Stem Cell Foundation, Allen & Co., The Jewish Theological Seminary, The New York Times, University of Medicine & Dentistry of New Jersey, Cornell University and others. Group and one-person exhibitions include: Albuquerque Museum of Art, National Portrait Gallery, White Columns, Everson Museum of Art, and the International Center of Photography, among others. Her work can be viewed on her website: [www.joyceculver.com](http://www.joyceculver.com).

*“Culver made her professional debut in the book and exhibition, *The New Color Photography* in 1977..”*

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# AFA Member Spotlights

Feature Writer Christine Kallinger-Allen

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This professional photographer works mainly in portraiture and is hired by both corporate and private clients. Culver relates her experiences in the field in her classroom, and her students seem to relish her stories. And what stories she likely has to tell, as she chronicles numerous celebrities who appear at the 92nd Street Y in New York City, among other gigs. Her recent work involves photographing icons in the fashion industry. Seventeen of Culver’s photographs appear in the book *Fashion Lives*, published by Rizzoli in May 2015. Each of these seventeen photographs opens the respective chapter for a fashion person profiled in the book. Over a period of several years, Culver shot stage photographs of these people who were interviewed at the 92nd Street Y in New York City by fashion maven Fern Mallis, the author and interviewer. Mallis herself stands as an icon in the fashion industry, having pioneered various industry organizations and created the New York Fashion Week.

Regarding shooting all these personalities at the 92nd Street Y, Culver explained that the fashion people spoke on stage about how their careers were formed, and in the book their stories were transposed from the stage interviews. Culver gushes, “For someone who wants to learn about how a career in fashion is formed, the book is excellent!” And for someone who wants to learn about photography, Joyce Culver’s classroom is the place to be.



In the attached promotional flyer, the fashion icons pictured by Culver are...  
 Top Row, left to right: Tommy Hilfinger, Polly Mellen, Diane Von Furstenburg, Marc Jacobs, Bruce Weber, John Varvatos  
 2nd Row, left to right: Michael Kors, Kenneth Cole, Andre Leon Talley, Tom Ford, Donna Karan, Calvin Klein  
 3rd Row, left to right: Simon Doonan, Bill Cunningham, Isaac Mizrahi, Oscar De La Renta, Vera Wang.

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# AFA Member Spotlights

Feature Writer Christine Kallinger-Allen

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### AFA Member Spotlight: René P. Fiechter

When he is not in court or attending task force meetings, Nassau County Assistant District Attorney René Fiechter can be found teaching one course during two semesters a year as an adjunct in the Department of Criminal Justice. Fiechter joined NCC within the past ten years, having also worked as an adjunct at CW Post, and also serves on the Graduate Faculty Advisory Board for Criminal Justice at Molloy College. Fiechter’s academic credentials boast a BS in Economics from the Wharton School of the University of Pennsylvania, a JD from Hofstra University’s School of Law—of which he was a member of its second graduating class—and a LLM from New York University’s School of Law with a focus in Criminal Law.

Fiechter was appointed as New York State Co-Chair for Fight Crime: Invest in Kids, which is a national, bipartisan, nonprofit, anti-crime organization. The organization has a membership of nearly



“It appears that the academic world is trying to go full bore away from the humanities and continuing to press only STEM subjects.”

5,000 police chiefs, sheriffs, district attorneys, other law enforcement leaders and violence survivors. The members take a hard-nosed look at what approaches work—and those that don’t—to prevent crime and violence. They then recommend effective strategies to state and national policymakers. Fight Crime: Invest in Kids operates under the umbrella of the Council for a Strong America. René also serves as President of the American Academy for Professional Law Enforcement and directs the Nassau County Heroin Prevention Task Force as well as the LI Youth Safety Coalition.

Recently, Fiechter was also honored by STRONG Youth at their 15th year Gala as the recipient of their Matthew Simeone Award for outstanding services to youth through Law Enforcement. STRONG is Long Island’s leading gang prevention youth agency, and the late Matthew Simeone was a legendary NCPD officer with whom René had the privilege of partnering on a range of innovative community crime prevention projects.

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# AFA Member Spotlights

Feature Writer Christine Kallinger-Allen

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## AFA Member Spotlight: Delores V. Smalls

For the past 47 years, Delores Smalls has been serving NCC, as both a full and adjunct professor, for which she regularly teaches NCC 101 and SPS 093. NCC awarded Smalls two Faculty Grants. In 1998 she garnered the award for her multi-media project “Promises Made... Promises Kept... A Reflection of African American Women of Long Island.” Then in 2015, Smalls’ project presentation, “Intersections: Spirituality, Culture, Academics, Careers,” secured her second grant. The presentation saw participants, including NCC alumni, faculty, students and community leaders, discussing the generational effect and impact of NCC and communities of the African Diaspora.

Just as her academic work clearly shows a reach from NCC into the community, Smalls, in her many duties outside NCC, ensures a tie to NCC, enriching and aiding students’ and many others’ lives.

Delores proudly serves as a member of the Board of Trustees of the Family & Children’s Association, the largest private social service agency on Long Island. Since 1998 she has been mentoring and been a liaison for the agency’s youth and adult clients who apply to and attend NCC. In addition, Smalls acts as the scholarship liaison to NCC for the National Coalition of 100 Black Women, L.I. Chapter. This organization donates \$2,000.00 in scholarship funds bi-annually, to the NCC Foundation, having begun this practice in 1995. As President of the Central Nassau Club of the National Association of Negro Business & Professional Women’s Clubs, Inc., she initiated a partnership between the NCC music faculty and the organization for its classical vocal arts program. Each spring semester over the period from 2012 to 2015, two students were selected to perform at local and regional programs and awarded scholarships of \$200.00 to \$1,000.00.

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## AFA Member Spotlight: Dr. Philip M. Cheifetz

Forty-nine-year member of the Mathematics Department, Dr. Philip M. Cheifetz, received the prestigious SUNY Distinguished Service Professorship in 2008. Cheifetz holds a B.A. from Wilkes University, a M.S. from Hofstra University, and a Ph.D. from the University of Sarasota.

So what are some of the accomplishments that led to his 2008 distinction? Cheifetz’s career at NCC

features extensive service in all facets of the mathematics profession. As a writer of materials for the Harvard Consortium and a spokesperson for “Harvard Calculus,” he helped to systematically change calculus instruction in the United States, based, in part, on the NCC/Harvard approach. During the summers from 1996 to 2005, he also taught at Harvard’s JFK School of Government. Phil played a seminal role in the creation of the American Mathematical Association of Two-Year Colleges, serving as its president in

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# AFA Member Spotlights

Feature Writer Christine Kallinger-Allen

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1978 and its executive director from 1979 to 1983. At NCC, he established the High School Partnership Program in Mathematics. In addition, Dr. Cheifetz has served as a consultant to various organizations, including Pfizer and the Columbia University School of Public Health. Furthermore, in 1987, at the request of the Chinese Association of Science and Technology, Phil was a mathematics delegate to the People's

Republic of China for a three-week visitation. Additionally, Dr. Cheifetz is a prolific scholar with numerous research articles and eighteen co-authored or edited textbooks to his credit. Among his countless other accomplishments, Dr. Cheifetz has been the recipient of ten national mathematics awards and five grants, including two from the National Science Foundation.

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### AFA Member Spotlight: James Coll

James Coll is a fitting example of a NCC graduate coming back to his alma mater and doing good for the community. Coll earned an AS in Criminal Justice from NCC, a BA in History from Hofstra University and a MA in History from Hunter College. He then continued past his Masters at various schools, concentrating on American Constitutional History, and currently holds 30 graduate credits above the MA.

Since 2001, Coll has served as an adjunct in the History Department teaching American and Constitutional history. In addition to giving back to NCC,

Coll decided to launch a statewide effort. In 2013, he formed a not-for-profit called ChangeNYS.org, dedicated to promoting civic education in New York State. According to Coll, the goal of ChangeNYS.org is “to prompt non-partisan conversations in our communities about government in Albany and how it affects us.” He looks forward to having more discussion and welcomes people to check out the website to see what his group is about and how they can be part of the dialogue. Coll emphasizes that recent news of corruption in NYS government has made these conversations more relevant than ever.



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SPECIAL FEATURE

# AFA Member Spotlights

Feature Writer Christine Kallinger-Allen

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## AFA Member Spotlight: Reine Duell Bethany

A 2012 addition to the English Department, Reine Duell Bethany can cite varied accomplishments, from dancer and mother to author. Bethany holds an MA in English from Wright State University and also has been teaching in the English Department at the New York Institute of Technology, Old Westbury campus, since Fall 2005. She formerly danced with the Dayton Ballet and the Joyce Trisler Dance company in New York City and owned her own ballet school in Washington DC. Bethany’s biography reflects a love for both dance and literature, and this is reflected in her career choices. During the time she was in Trisler’s company, she began writing articles for the *Brooklyn Phoenix*. Having had ties to George Balanchine through her own dance teachers and brothers, Bethany later married her two passions into a young-adult biography. In October 2012, the former

dancer published *Balanchine: Russian-American Ballet Master Emeritus*, through Branden Books.

While home schooling her four now-grown children, she turned to professional copyediting and adjunct teaching. Bethany’s children, in turn, have become a veterinarian, an actor-musician, a dancer, and a pilot, certainly making their mother proud for choosing the home school route. In addition to her teaching, editing and proofreading, Reine continues to write and plans to complete a trilogy. Stretching into the fantasy genre with a trilogy called the Shu Factor, Bethany will welcome her first volume, *War of the Roads*, again published through Branden Books, in spring 2016. On her website, ReineDuellBethany.com, one can preview her newest work as well as read her blogs. Granted, Bethany brings a lot of experience and a unique perspective into the English classes she teaches at NCC.

By Christine Kallinger-Allen  
AFA Recording Secretary

Correction to Amy Wong’s Member Spotlight from last issue: In addition to the Kindle version, Amy Wong’s book *Fourth Concubine: Son of* is available in hard copy on Amazon.

# NYSTRS Seminar

## New York State Teachers' Retirement System Seminar

(AFA/NCCFT Sponsored Event)

A representative from the NYSTRS will present a seminar for active and recently retired members Thursday, May 12, 2016 at Nassau Community College in the CCB Bldg. Room 251 from 5:00-7:00 p.m. The agenda will include an explanation of recent legislative changes, the Benefits Profile, and Tier Benefits.

Please indicate whether you will attend by mailing your response to:

Peg Renner  
AFA NYSTRS Retirement Representative  
Suite # 108  
4940 Merrick Road  
Massapequa Park, New York 11762

Or

E-mail: Profrenner@aol.com

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AFA/NCCFT Response:

I plan to attend the seminar.

Please print your name, department and e-mail address.

Name: \_\_\_\_\_

Department: \_\_\_\_\_

E-mail: \_\_\_\_\_

### NOTICE OF GENERAL MEMBERSHIP MEETING

**DATE:** MARCH 5, 2016  
**TIME:** 12:00PM  
**PLACE:** CLUSTER F, ROOM 127

The meeting is open to all AFA members who are not in arrears. Please bring photo ID for entry.

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The month of February is AFA Recruitment month! Since February 1st, 29 new members have signed up. This has brought the AFA membership up to 1,192 members! Please considering joining the union by filling out this simple online form located at: <http://www.myafaonline.org/#!/membershipform/c1nb>

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On January 24th, AFA Chief Information Officer Richard Erben emailed the following message:

“Dear Colleagues,

*I hope that everyone weathered this historic blizzard safely. Over the past year, I have*

*emphasized the importance of regularly checking your email for important news and information. While I remain very committed to that request, I am also going to ask that you check our website <http://myafaonline.org> at least weekly. There is a great amount of information to disseminate and I post many items on our website to avoid overloading your inboxes..For instance, the Spring 2016 paycheck dates have been on our website for two weeks. Here are some other items to note:*

*1. The AFA Health & Safety committee has asked me to remind everyone about the R.A.D. training being offered by Public Safety and the recent College ID policy sent through the college's email.*

*2. Your time and leave records are now available through the college portal.*

*3. Our Facebook page at <https://www.facebook.com/myafaonline/> has been enhanced to include local and national union news. Please “Like Us”.*

*4. February is Recruitment Month. If you are an agency*

*fee payer, I ask you to come and join us by clicking on the link at the bottom of this email. We increased membership by a staggering 47% in 2015.*

*5. The January Vanguard was emailed on Friday. It is part 1 of a 3 part series highlighting our fellow members.*

*Thank you,  
Richard D. Erben  
Chief Information Officer”*