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# VANGUARD

Official Newsletter of the Adjunct Faculty Association at Nassau Community College  
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**FROM THE  
PRESIDENT'S DESK**

# ADJUNCT CONTRACT PROCESSING ISSUE

**HUNDREDS OF ADJUNCTS AFFECTED**

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





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## From the President's Desk



Stefan Krompfer

# Adjunct Contract Processing Issue

## Hundreds of Adjuncts Affected

On Thursday, January 14th, my phone started to ring off the hook and by the end of the day, I had received 28 emails and texts from worried members. There were two business days left before the start of Spring semester classes on the following Tuesday and they had not yet received notification that their contracts had been fully executed. Their biggest complaint was that they could not get into Blackboard to do what was needed so they could establish contact with their students via email, have their class list in-hand, and distribute course outlines to their students for day one of the class. As this was occurring, Chairs were contacting me, directly and indirectly, to be sure that I was aware of what was happening. It was the worry of all, that the 604 contracts that were in the Office of Labor Relations (OLR), or on their way to the OLR, would be held too long, thus impeding or eliminating classroom adjuncts from starting their classes as needed on day one. Also, there was the worry that there would be a wholesale canceling of classes for low enrollment by administrators above the Dean level that would leave students and adjuncts in the lurch.

Two days prior, at the Board of Trustee meeting, the Student Trustee commented on the difficulty she was having, and other students were having, because of the class cancelations that occurred prior to that meeting. The telephone calls and emails I was receiving on January 14th made me begin to believe that the student trustee's inference that class cancelations hurt students was not being heeded by an individual administrator or a group of administrators. Up until then, it had been the Chairs and the Deans who made the decisions to run or cancel classes. Contracts

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## From the President's Desk

approved by the Chairs and the Deans then went to the Assistant VP of Labor Relations to be processed into the system in a timely manner. This process had stalled and I knew not why. I still do not know why, and it is troubling.

### **Consequences of not moving forward in a timely manner with the processing of contracts and/or the canceling of classes:**

- Student schedules are affected and they become upset with us.
- Students cannot find a replacement class for the section(s) that were cancelled or are delayed in their progression toward graduation.
- Students become frustrated and drop their whole schedule. Some drop out of NCC.
- Students are not be able to pre-order textbooks for some classes, because the section is not identified by the instructor. This occurs because the instructor cannot access Blackboard.
- Students will not have schedules for the first day of class, as many might not read their email notifications.
- Students will not have the ZOOM link to their classes on day one.
- Students will bad-mouth NCC on social media and among their friends.
- Students will not return to NCC further impacting our current and future enrollment challenges.

### **Not moving forward with the contracts authorized by the Deans creates the following problems for faculty:**

- Faculty will not have class email lists - to welcome students and direct them to the ZOOM classroom.
- Faculty will not have access to the Blackboard course to prep.

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## From the President's Desk

**Not moving forward with the contracts authorized by the Deans creates the following problems for Chairs:**

- Chairs cannot “undo” FT assignments at this point, without undoing adjunct assignments.
- Chairs cannot “undo” class assignments at this late date - canceling one section can have a domino effect on all other sections.
- Students “flood” department voicemails and emails this week - asking for advisement and/or how to get into a class. As we all know departments and Chairs do not have the capacity, particularly in this mostly remote environment, to effectively field such an onslaught of confusion.

NOTE: Chairs do not just decide to run classes on their own - they consult with their Dean and discuss what to run, hold, or cancel. This has been pattern and practice accepted by all parties for decades and must not now be changed. Adjuncts who signed their contracts, rightfully have a reasonable expectation of assignment once his/her contract has been signed by the chair and a dean. To have a valid contract canceled by someone other than the Chair or the Dean so close to the beginning of the semester most certainly will be grieved.

**On Friday, January 15th**, I received an email from the Chair of Chairs that “*Labor Relations has been instructed to sign all contracts that do not violate the NCCFT or AFA contract requirements.*”

**On Sunday, January 17th**, at 10:11PM, I received an email from Laurie Pezzullo, AVP Office of Labor Relations, noting that “*all contracts in the system have been processed (except for a few issues). The appropriate Dean and Chair are aware of issues.*”

I thank all who worked feverishly to get this accomplished. A special thanks to those who

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## From the President's Desk

contributed to the content of this column and fact-checked it for accuracy.

### Furthermore...

Our student enrollment is vulnerable as it is. As previously stated, many students will not look for replacement sections, causing our already low enrollment to further decline. We all know that a significant segment of our student population crafts their schedule to fit around fixed requirements pertaining to childcare, employment, and other family and personal obligations. Changing class offerings now is courting disaster both for our students and our college.

It is imperative that the college look to the end of the pandemic which, as vaccinations are rolled out, will soon come. We must position the college to retain as many students as possible, even if it requires running smaller classes. The upside is that we will retain the students who have enrolled for the Spring and, therefore, a significant number will return in the Fall. We will avoid the confusion, bad publicity, and further loss of enrollment (as discussed above) and will position NCC for enrollment growth moving forward.

Stefan Krompfer  
President  
Adjunct Faculty Association

