

VANGUARD

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

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

MESSAGE FROM THE VICE-PRESIDENT

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As this issue was going to press, we were informed of a vote of no confidence by the NCCFT. We are currently reviewing the document.

THE INSIDE SCOOP

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

AFA EXECUTIVE BOARD:

Ken Bellafore
 Chris Enright
 Bob Femminella
 Paul Guadagnino
 Garry Ouellette
 Paul Schmidt
 Carl Vinas

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.....Mark Grossman
 Criminal Justice.....Paul Schmidt
 Economics and Finance.....Vacant
 English.....Carl Vinas
 Health/Physical Education & Recreation.....Ed Mack
 History/Political Science/Geography.....Michael Zartler
 Hospitality and Business..... Thomas Field

Legal Studies.....Phylis Sherman
 Library.....Kenneth Bellafore
 Marketing/Retailing/Fashion Buying/Merchandising/Fashion
 Design/Interior Design.....Julie de la Lastra
 Math/Computer Science & Information Technology
Carmine Desanto
 Mortuary Science.....Vacant
 Music.....Garry Ouellette
 Nursing.....Mary Ann Hellmer-Saul
 Philosophy.....Philip Pecorino
 Psychology.....Vacant
 Sociology/Anthropology and Social Work.....Ruth Silverman
 Student Personnel Services - Instructors.....Vacant
 Student Personnel Services - Interpreters.....Judith Rackovich
 Student Services.....Diana Cannone
 Theatre & Dance.....Charles Albano
 Unattached Technical Assistants.....Vacant
 World Languages and Cultures.....Ute Hellebuyck

AFA COMMITTEES:

Constitution/Bylaws.....Chair: Arthur Friedman
 Members: Gerald Scharfman, Philip Pecorino
 Elections/Qualifications.....Chair: Rose Tavitian
 Members: Chris Enright, Philip Pecorino
 Grievance.....Chair: Garry Ouellette
 Political Action....Co-Chairs: Garry Ouellette/Gerald Scharfman
 Health & Safety.....Chair: Ken Bellafore
 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
 Parliamentarian.....Paul Guadagnino

Feature Columnist: Ruth Silverman
 Vanguard Preproduction - Grace LaPonte
 Vanguard Editor - Paul Guadagnino



From the President's Desk



Stefan Krompier

This past Friday, after intense and sometimes contentious negotiations with the college, we settled for a three-year contract, covering October 1, 2023, through September 30, 2026, that includes annual wage increases. For this, I thank our Negotiating Team: Scott Stark, Rose Tavitian, Garry Ouellette, and Richard Erben. This was a team I was proud to be a part of. Together, we had to knock down what seemed to be insurmountable obstacles to get this contract.

For the contract to become fully executed, approvals must come from: NCC's Board of Trustees, OUR MEMBERSHIP, the Nassau County Executive, and the Nassau County Legislature. Once the contract is fully executed, the percentage increase(s) will be applied to your paychecks and retroactive pay going back to September 1, 2023.

In the very near future, we will be emailing our members with the date, time and location of a Special Membership Meeting where we will distribute the MoA and field any questions that you might have. Shortly after that meeting, we will open an Electionbuddy ratification vote that will be emailed to all AFA members. Included with every ballot will be a copy of the MoA.

Stefan Krompier
 President
 Adjunct Faculty Association

Message from the Vice-President



Scott Stark

I hope that your Spring 2024 semester is proceeding with minimal disruptions or challenges. Unfortunately, many difficulties have surfaced, impacting our adjunct community. One significant hurdle has been the issue of low enrollment, which made the contract signing process a complex procedure. The prevalence of class cancellations and the subsequent reshuffling of full-time schedules added layers of complexity to this already intricate situation. We understand the frustrations this caused, and the Adjunct Faculty Association is actively engaging with the administration, as best we can, to help alleviate the issues. We will be proposing alternatives to the 70% cancellation policy to the college in the very near future.

In addition to enrollment challenges, the turnover in administrative positions, as well as the mergers of different departments, has presented another set of hurdles. Changes in leadership often bring adjustments and uncertainties, and we appreciate your resilience and adaptability during this period of transition. Rest assured, the Adjunct Faculty Association is working diligently to ensure that your concerns are addressed and that your voices are heard in these matters.

As we navigate the complexities of this semester, I must address an additional challenge that looms over our academic community. Nassau Community College is currently facing a significant financial deficit. This financial strain adds an additional layer of burden to our collective efforts. Chief Administrative Officer Conzatti sent an email to the college community on March 21st stating that “decisions made at both the State and local levels within the next 30 days will determine just how deeply NCC will be affected.” The Adjunct Faculty Association acknowledges the uncertainties this may bring and is actively engaging with college administrators to advocate for transparent communication and collaborative solutions to mitigate the impact on faculty members. Your understanding and support during these challenging times are crucial, and we remain committed to representing your interests during these ongoing discussions.

To put enrollment numbers in perspective, according to the college’s published registra-

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Message from the Vice-President



Scott Stark

tion reports, the head count at Nassau has increased 2.21% over last year. This is likely due to the 3.22% increase in part-time students with an accompanying 1.39% decrease in full-time students.* In acknowledging the commendable rise in part-time enrollment, it's important to note our concern regarding the decrease in full-time students. While we appreciate the growth in part-time numbers, we recognize the importance of bolstering full-time enrollment. We are committed to collaborating with the college to explore strategies aimed at increasing full-time enrollment.

Your dedication to our academic community is commendable, and we are committed to addressing the challenges you face. As we navigate this semester together, your input and engagement are invaluable. Please feel free to reach out with any concerns or suggestions; the Adjunct Faculty Association is here to support you. Please do not hesitate to contact me at scottstark27@gmail.com or at (516) 859 – 0250 if you have any questions or concerns.

Wishing you a successful and fulfilling completion of the semester.

*numbers as of 3/22/2024

Scott Stark
 Vice President
 Adjunct Faculty Association

The Inside Scoop

I want to take this opportunity to welcome the 82 new AFA members who have joined over the past two semesters. We welcome you to our union family. Likewise, I extend my gratitude to all of our 1,752 members for your support. Without you, we would not be able to accomplish what we have. We are stronger when we stand as one.



Recently, I asked our Department Representatives to reach out to you requesting your personal email addresses. The reason for this request is that it is essential that unions have the ability to reach out to their members privately, off the grid of their employer. Such communications are rare but, when necessary, vital to the interests of the members and the union. I wish to take this opportunity to thank the many individuals who have submitted their personal email addresses. Rest assured that this information will remain confidential and not shared with any outside sources. For those who have not yet shared this information, I would ask that you do so with your Department Representative. A list of all DRs appears in the beginning of the *Vanguard*. You can also send me this information directly to: myafaonline@gmail.com

Richard D. Erben
Chief Information Officer
Adjunct Faculty Association