

VANGUARD

Official Newsletter of the Adjunct Faculty Association at Nassau Community College
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FAREWELL MESSAGE FROM PAST PRESIDENT STEF KROMPIER



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



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

AFA EXECUTIVE BOARD:

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

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 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.....Darleen Braunschweiger
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 English.....Carl Vinas
 Health/Physical Education & Recreation.....Ed Mack
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 Legal Studies.....Phylis Sherman
 Library.....Kenneth Bellafiore
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 Mortuary Science.....Vacant
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 Nursing.....Mary Ann Hellmer-Saul
 Philosophy.....Philip Pecorino
 Physical Sciences.....Michael Zito
 Psychology.....Steven Greenbaum
 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: Philip Pecorino
 Elections/Qualifications.....Chair: Susan Mitchell
 Members: Nancy Seery, Carol Warmuth
 Grievance.....Chair: Garry Ouellette
 Political Action.....Chair: Garry Ouellette
 Health & Safety.....Chair: Ken Bellafiore
 Members: Carl Vinas, Chris Enright, Mary Ann
 Hellmer-Saul, 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 Krompfer

Dear Valued Members of the Adjunct Faculty Association,

After many years of service, it is with mixed emotions that I announce my resignation as President of the Adjunct Faculty Association, effective August 31, 2025. This decision did not come easily, as serving as your President has been one of the greatest honors of my professional life.

Throughout my tenure, I have been continually inspired by the strength, resilience, and dedication of our members. Together, we have confronted challenges, secured important victories, and built a stronger voice for adjunct faculty at Nassau Community College. None of this would have been possible without your support, your trust, and your unwavering belief in the mission of the AFA.

It is essential to me, and to all of us, that the transition in leadership be seamless and that the momentum we have built together continues. As per section 2, part (a) of our constitution, the Vice President shall “*assume the duties of the President in the event of the latter’s absence, incapacity, resignation or recall.*” I am proud to announce that Scott Stark will assume the role of President of the Adjunct Faculty Association beginning September 1, 2025.

I want to take this moment to share with you my strong and unequivocal endorsement of Scott Stark for President in the upcoming 2025 AFA leadership elections.

Over the past decade, Scott and I have worked side by side on every major initiative that has strengthened our Association. His intelligence, skill, and unwavering commitment to adjunct faculty have made him an indispensable partner in the progress we’ve achieved together. The gains we have secured were the product of collaboration, strategy, and determination—efforts in which Scott played a central role at every step.

Together, we have:

- Negotiated and settled four contracts that resulted in a 30% increase in wages for all adjuncts, ex-

...continued on page 3

From the President's Desk



Stefan Krompfer

panded personal leave days from 3 to 5 per year (a 67% increase), raised the personal leave day accrual cap from 40 to 45 (12.5% increase), secured college business days for adjuncts, won the right to work online assignments from anywhere in the continental U.S. (while full-time faculty remain restricted to campus), and mandated the provision of adjunct offices.

- Secured eligibility for adjuncts to receive the Chancellor's Award for Excellence, ensuring recognition of our contributions.
- Achieved a voice in the Academic Senate, giving adjuncts a say in gover-

nance.

- Established MyAFAOnline.org, a comprehensive website with a secure member-only section.
- More than doubled AFA membership through effective outreach and advocacy.
- Developed group rate insurance options for adjuncts.
- Made our Constitution and Bylaws accessible to all members and led successful amendments to better reflect and represent our diverse membership.
- Cut AFA officer salaries by 35% annually, saving approximately \$800,000 over the last 10 years, and brought full transparency to union finances.
- Introduced the annual AFA Holiday Party, a tradition that celebrates and thanks you for your hard work.
- Expanded the electorate to include all adjuncts working in the current semester or who have worked at least one semester in the past academic year.
- Saved the jobs of many members who were brought up on charges by the college.
- Raised thousands of dollars for the NEST, strengthening support for our students.
- Secured an adjunct voice on critical college-wide committees, contributing to successful Middle States reaccreditations.
- Protected AFA representation during department mergers, ensuring our influence remained intact.

And this is not just a record of the past—Scott has already initiated negotiations for our next contract, once again putting adjunct needs front and center.

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From the President's Desk



Stefan Krompfer

What stands out most about Scott is that his work has never been about personal recognition—it has always been about you, our members. His expert negotiating skills, his deep understanding of our challenges, and his relentless focus on fairness and equity make him the clear and best choice to lead the AFA into the future.

I ask you to join me in supporting Scott Stark for President. With Scott at the helm, I have no doubt that the Adjunct Faculty Association will remain strong, united, and effective in securing the respect, benefits, and recognition that adjuncts deserve.

With gratitude and solidarity,
Sincerely,
Stefan Krompfer

