

VANGUARD

Official Newsletter of the Adjunct Faculty Association at Nassau Community College
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CAN NCC BE SAVED?

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

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From the President's Desk



Stefan Krompier

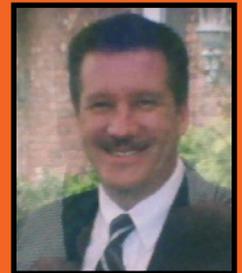
There is no doubt that this once great college of ours is in crisis and its very existence is in doubt. Below is Chief Information Officer Richard Erben's column, *The Inside Scoop*, that brilliantly and insightfully focuses on the reasons why NCC is where it is and, by inference, what must happen to reverse the college's downward slide into oblivion.

Stefan Krompier
 President
 Adjunct Faculty Association

The Inside Scoop

There are certain components that underlie successful institutions and organizations. Collaboration, listening, and flexibility are critical to the vitality of an organization.

A successful institution utilizes its human resources in a manner where rich collaboration takes place. One must understand that plans and policies are best derived from a multitude of opinions and factors. A policy that is set forth from above with no input from those who are expected to implement it and are on the front lines, is a policy that will fail before its ink dries. We have all heard the saying, "It's my way or the highway." Found within this thought process is the warning siren of a sick institution. In the absence of collaboration, cooperation is destined to vanish.



Richard D. Erben

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The Inside Scoop

Likewise, listening is critical to success. It is not enough to hear because hearing is the passive intake of sound. One must listen because listening is the act of comprehending what one hears. Where listening is reciprocal, we find the birth of dialogue and communication. Our college is a rich source of individuals who are experts in a multitude of fields. This is a resource of untold value. Simply hearing the advice that they offer and disposing of it as white noise or the notion of appeasing those speaking sells the institution short of tapping its great human resources. With such a multitude of talented experts offering specific advice, there is no excuse to move forward initiatives that are illogical and hinder the education of our students.



Richard D. Erben

Finally, flexibility is a critical component to success that glues the other traits together. Structures are erected with a degree of flexibility to withstand strong winds and other natural phenomena. So too must it exist in those who lead an institution. Through listening and collaboration, those who are charged to lead an institution must have the ability to change their course when given clear reasons why better ways exist. It should never be about an individual; it should be about the institution.

These three factors have been missing at NCC, and as a result, we have witnessed a free fall of our institution. In 2015, I wrote the slogan for the AFA: *Together, we can accomplish great things*. These words would be meaningless if they were not brought to life. Our college needs to take these words, with the emphasis on *Together*, and bring them to life as we did in the AFA.

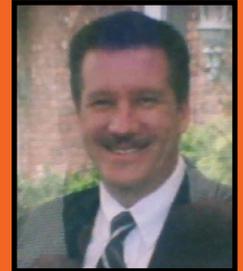
It is very unfortunate that the three principles mentioned here within have not been enlisted. It is even more unfortunate that countless faculty, some of whom have a direct responsibility for making NCC the great institution it once was, are dismissed as having

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The Inside Scoop

ulterior motives when pointing out the rampant managerial malpractice that has been commonplace at NCC for several years. Yet, even more shocking are those members of the Board who choose to keep their eyes closed to illogical policies, procedures, and initiatives that are being forced upon us that thwart student success and contribute to the unprecedented plummeting of our enrollment. Many of these same Board members go out of their way to praise what amounts to being gross incompetence. It is not the opinion of almost everyone on campus that the college is being mismanaged; it is factual, evidence-based statements. During the past ten years, our enrollment has nosedived by almost 50%. Is this free-falling enrollment the product of a successful marketing plan? Is this the product of sound administrative policies and directives? It is the product of retrying failed policies and practices again and again in the hopes of a different outcome. It is the product of ignoring the wealth of talent and expertise on campus that have been trying to assist those in charge who appear to be lost.



Richard D. Erben

While we cannot force certain members of the Board to accept and acknowledge the reality of the incompetence taking place at the highest levels and we cannot force them to open their eyes to witness what is happening, we can forewarn them that when they finally decide to open their eyes and face the truth, it is likely NCC will be a distant memory.

Richard D. Erben
Chief Information Officer
Adjunct Faculty Association

Member Recruitment

The AFA wants you! Please consider joining with 1,759 colleagues in becoming an AFA member by visiting our website at:
<https://www.myafaonline.org/membership-application>



Message from the Vice-President



Scott Stark

Welcome to the Spring 2022 semester. As always, it is an honor to be your Vice President, and I thank you for the opportunity. At the beginning of each semester, I ask our members to know our contract and make us aware of any issues. We do not have unlimited amounts of time to file grievances. If you think you were deserving of an assignment and you have not received one, or if you believe you were deserving of more hours or classes, the AFA will investigate the situation. However,

you must make us aware of the situation. You can do this by sending an email to your Department Representative, myself, or Garry Ouellette. If the college did not adhere to our contract, then we will file a grievance.

Nothing would make me happier than every one of our members receiving their full allotment of assignments. The unfortunate reality is that many of our members will not be due to another severe decrease in enrollment this semester. Due to that fact, there are not as many assignments as in previous semesters. I hate to be typing this yet again, but the most recent enrollment numbers are the worst in my tenure at Nassau Community College. When I first began as an adjunct, we had over 26,000 students. There are less than half that number enrolled now. For this reason, please contact your DR before you jump to the conclusion that there is a breach of the seniority clause of our contract.

I wish you all a great semester. As always, if there is anything I can do to assist you, please do not hesitate to contact me at scottstark27@gmail.com or to call me at (516) 859-0250.

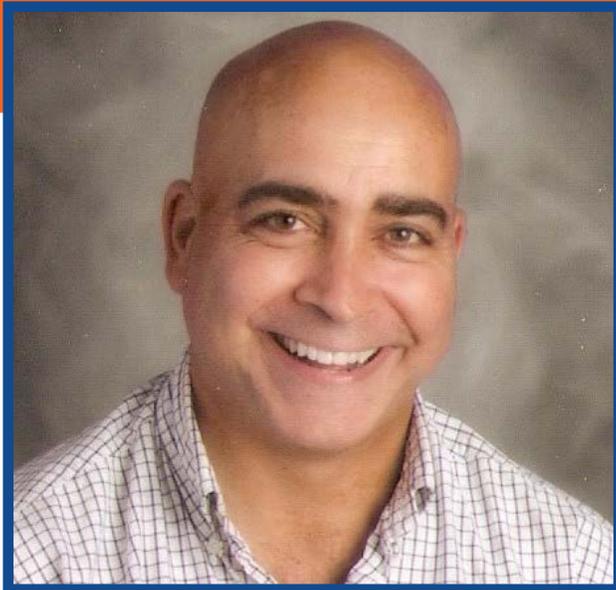
Scott Stark
Vice President
Adjunct Faculty Association

NEW ADDRESS

Please notify us if you have changed your address in the past five years. Send your new address to: afa@ncc.edu Thank you!

Adjunct Spotlight

Philip Moshoyannis



By Ruth Silverman

This month’s spotlight is on Philip Moshoyannis, Adjunct Professor of Sociology and one of the Chancellor’s Award Winners for Excellence in Adjunct Teaching in 2020. Professor Moshoyannis has a varied academic background and vocational history that was obviously recognized by the student who recommended him for the award and those who bestowed it on him.

Professor Moshoyannis has a B.A. in policy analysis from the College of Human Ecology at Cornell University. While at Cornell, he was commissioned as a second lieutenant in the Reserve Officer Training Corps (ROTC). After graduating, he attended the Officer Basic Course in Fort Sill, Oklahoma, where he was an artillery officer. Upon his completion of duty, he joined the New York Army National Guard and then continued his academic pursuits. As part of his National Guard duties, he was posted to the

World Trade Center on September 11, 2001, aiding the police in their work. He was at Ground Zero for two weeks and then spent another two weeks doing bridge and tunnel security.

Professor Moshoyannis grew up with a mother who was a teacher. She was a reading specialist in Freeport with a Ph.D. from Hofstra University in sociolinguistics. One day, when Professor Moshoyannis was 13, she brought him to school during “Bring Your Child to Work Day” to see what she did. That set him on the path to thinking about teaching as a career. He saw the interaction between his mother and her students. She had a dialogue with each student and was able to explain things in multiple ways so that each student could learn and understand. He applied to Columbia University’s Teachers College and received a master’s degree in Curriculum and Teaching. Having earned enough credits in sociology while working for his masters, he applied for the Ph.D. program in Sociology at the Graduate School of Arts and Sciences at Columbia University for a degree in the Sociology of Education and was accepted.

His first teaching job was at Nassau Community College, teaching adjunct in the Sociology department where he taught Introduction to Sociology, Sociology of the Family, and Honors Sociology. He has remained with the department for 25 years, teaching the Introduction to Sociology course.

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Adjunct Spotlight

Philip Moshoyannis

His first full-time teaching position was at a small school in Brooklyn teaching social studies. At this point, he was attending Columbia University, teaching full time, still teaching adjunct at Nassau and commanding his troops with the New York Army National Guard. Professor Moshoyannis has unlimited energy.

After teaching in Brooklyn, Professor Moshoyannis got a job teaching in Hicksville at the Lee Avenue School. He will complete his 27th year in June. Professor Moshoyannis started out teaching fifth grade and now teaches students in the fourth grade. He has served as 1st Vice-President of the teachers' union at Hicksville. He feels very strongly about the importance of the teachers' union. It is not just the monetary benefits that the unions provide. Unions preserve the integrity of teaching by allowing for open dialogues between students and teachers, even on sensitive issues.

In 2017, Professor Moshoyannis applied for a Fulbright Fellowship Program called Teachers for Global Classrooms and was accepted for the program. Only 76 teachers throughout the country were selected for the program. His international fieldwork in Peru involved observing a wide variety of classrooms in action. He visited private schools, public schools, an all-girls school, schools in affluent neighborhoods, and those entrenched in poverty. He created a website that has a daily journal, photographs, and videos of the experience (<https://tgcphilmoshoyannis.weebly.com/>).

Professor Moshoyannis finds that teaching fourth-grade students requires him to convey information in various ways to students with differing abilities, much in the same way his mother did. Younger students want and need multiple ways of learning and explaining. The same holds true for those students who sit in front of him at Nassau.

Professor Moshoyannis is honored to have been nominated anonymously by a student for the Chancellor's Award in Adjunct Teaching and to have been selected for the award and the recognition that it bestows. It was a rigorous process in which he had to create a binder documenting his entire teaching career. It was filled with evidence of prior accomplishments and written support from former students. Professor Philip Moshoyannis is one more example of the high quality and caliber of the adjunct faculty at Nassau Community College.