

VANGUARD

Official Newsletter of the Adjunct Faculty Association at Nassau Community College
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*WE CARE
About Our Students,
Our Members,
Our College!*

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From the President's Desk



Stefan Krompier

The college is merging departments. These mergers have occurred and will continue to occur into the not-too-distant future and beyond. As departments are eliminated, our current organizational structure consisting of Department Representatives will become increasingly inadequate. As the number of mergers increases and academic departments are eliminated, so are the number of Department Representatives. This will result in too few Department Reps representing too many members.

A year and a half ago, understanding that these mergers would occur, your Officer Team began the discussion as to how best revise our organizational structure so that our members would continue to be properly represented. About a month and a half ago, the team brought a series of suggestions to our Constitutional Revision Committee, consisting of Art Friedman, Phillip Pecorino and Chris Enright, for their consideration. At the Executive Board Meeting held on Saturday April 15th, Chris Enright presented a number of revisions to the AFA Constitution that adjusted our organizational structure so that member representation was preserved. A motion to approve the revisions, with one additional revision presented and discussed, was approved with a unanimous vote.

A Special Membership Meeting will be held on Saturday morning, May 6th. The primary purpose of this meeting is to present to you the proposed revisions along with the rationale for them. Subsequently, a vote on the changes will take place via Election Buddy.

Stefan Krompier
 President
 Adjunct Faculty Association

April Board Meeting: Two Whereases, plus two Resolutions!

An NYU Langone Hospital On Our Campus?

Stefan Krompier

At the April 16th Board of Trustee's Meeting, the following WHEREAS's were made known and the two Resolutions below were passed by the Board.

WHEREAS, NYU Langone has requested that discussions occur with Nassau Community College regarding the building of facilities on the campus of Nassau Community College;

WHEREAS, the College and Board of Trustees are interested in exploring the possibility of such occurrence, which is seen as being beneficial to the College, students and administration as well as NYU Langone and the community.

NOW, THEREFORE, BE IT RESOLVED, that the Nassau Community College Board of Trustees authorizes the president and/or her representative to enter into discussions with the NYU Langone regarding the location and details of the project and;

BE IT FURTHER RESOLVED that any further agreement between the College and the NYU Langone has to be reviewed and accepted by the College Board of Trustees.

Message from the Vice-President



Scott Stark

Separate Issues: Migration to D2L and Qualifying for Nassau Community College 101

Requirements for SUNY Migration to D2L

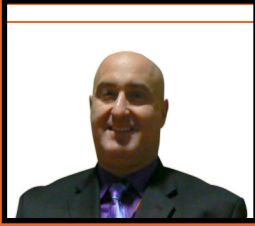
Recently, you received an email from the Office of Academic Affairs regarding the SUNY mandate to migrate all learning management systems to Desire2Learn's (D2L) Brightspace Learning Management System. We will begin using D2L Brightspace beginning in the Fall of 2023. At that time Nassau Community College will no longer be using Blackboard.

The minimum qualifications to teach Distance Education (online asynchronous) courses remain the same with one exception. Instead of the "Getting Started 1 & 2" and "Bootcamp" training for Blackboard, one must complete the "Brightspace Fundamentals" training workshop. These sessions are SUNY-developed and are available in synchronous and asynchronous modalities. **Faculty members who have already met the qualifications to teach Distance Education and/or Remote (Synchronous Online) courses only need to complete the Brightspace Fundamentals training offered by SUNY.** In the near future, you will receive precise information about D2L Brightspace training dates, registration, certificates and badges, and other details, [from the Office of Distance Education](#). It is highly advisable that you check your email, and/or the Office of Distance Education calendar, for the dates and times of these training sessions. At present, we do not have that information as it is currently being organized by the Office of Distance Education.

The Office of Distance Education is also offering Course Cleanup training sessions. These sessions take an inventory of your content from previous semesters and help you to select what will be reused. You will be able to copy the course content to a development course and learn ways to condense and streamline teaching content so that it is easier to access. The long-term purpose of this workshop is to prepare Blackboard courses for migration to D2L Brightspace. While this is not a requirement, it seems to be a great idea. I am registered to take a remote (beginning Fall 2023 this modality is referred to as Synchronous Online) session on Saturday, April 29th. I will certainly know more about it after that time.

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Message from the Vice-President



Scott Stark

If you would like the complete minimum qualifications to teach Distance Education courses, please email me at scottstark27@gmail.com.

NCC 101 Training

We also received an email from Student Personnel Services (SPS) Department this week regarding training for Nassau Community College 101. This is completely different than the D2L migration. NCC 101 is a one (1) contact hour course offered by SPS that offers students an introduction to the world of higher education. The goal of the course is to give students the skills, insights, and knowledge to make the most of their college experience. All faculty that are currently employed at Nassau Community College, possess a Master's degree, and attend an NCC 101 Faculty Training Program are qualified to teach the course.

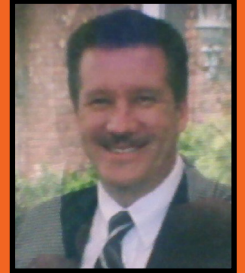
As with all adjunct courses, NCC 101 is assigned based on seniority and qualifications. The priority will go to members that are on the SPS seniority list. If that list is exhausted, other faculty members may be assigned. According to our collective bargaining agreement, one can only earn departmental seniority in their home department. That means teaching NCC 101 will not earn you departmental seniority, but it will count toward your salary seniority. To illustrate, imagine an instructor in department X who has been teaching at Nassau in that department for 6 semesters. They did not receive an assignment in their home department one semester but do receive an NCC 101 assignment from SPS. When the assignments are done for the following semester, they will still be at 6 semesters of departmental seniority. The out of home department assignment will count towards their advancement on the salary scale. The 7th semester of salary would be the Nassau Community College 101 course. Therefore, they will advance to Assistant Professor (8th semester) for their pay.

If you need any further clarification on Nassau Community College 101, D2L Brightspace Migration, or any other matter, please don't hesitate to contact me at scottstark27@gmail.com or call me at (516) 859-0250.

Scott Stark
Vice President
Adjunct Faculty Association

The Inside Scoop

I have read an abundance of material that examines union vs. non-union employment. As you might expect, those in unionized labor are paid substantially more, work in safer environments, and receive better benefits. As most of you probably know, I retired from my full-time position at NCC in December 2021. In addition to remaining as an adjunct at NCC, I also obtained a substitute position at a local university. This was an eye-opening experience since it was my first employment ever in a non-union position. Almost immediately, everything that I had read about non-union employment was coming to “life.” The wages are significantly lower, the benefits non-existent and the expectations of what you have to do would be grieved in a union environment. As a substitute, I realize that expectations are low, but I am speaking of what adjuncts and full-timers at this university experience. Now, having experienced the comparison first-hand, it pushed me to do some statistical research into the comparisons.



Richard D. Erben

In 2018, a study conducted by the New York Committee for Occupational Safety and Health (NYCOSH) analyzed 36 construction fatality investigations and found that 86% of the workers who died on private work sites were non-union. This was attributed to a lack of union oversight that is much stricter than that of government oversight of non-union worksites. Moreover, a report issued by The Bureau of Labor Statistics reports that union workers receive, on average, 15% higher wages than that of non-unionized workers. From my own research, benefits across the board are more generous in union positions than in non-union positions.

There is not much in these studies that come as a surprise. Management’s main goal is

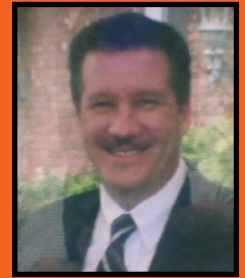
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The Inside Scoop

to operate at the lowest possible cost. When you do not have a union to collectively bargain for you, you as an individual have little chance to be able to negotiate fair wages and benefit packages. It is when workers come together and unite through a union that they have the power and ability to negotiate fair wages and benefits for their members.

I find it comical when anti-union front organizations propagandize how unions are bad for employees and spend millions of dollars trying to destroy the unions. One must ask themselves, why are these management-oriented groups so intent on destroying unions if unions are bad for employees? Their goal is to give employees as little as possible to increase their own profitability. One would think that they would love unions. The answer is obvious to all of us, because they are well aware that the only chance employees have to receive a safe workplace, fair wages, and benefits is if they are unionized. The resulting outcome for them is lower profits. The perfect examples of this are Amazon and Starbucks, who both go to great lengths to make sure their employees never unionize. In these cases, corporate greed is the lifeblood of these companies, and the casualties are their non-unionized employees.



Richard D. Erben

Richard D. Erben
Chief Information Officer
Adjunct Faculty Association

Adjunct Spotlight

Michael McGinty



By Ruth Silverman

Meet the Honorable Michael McGinty, another one of our adjuncts in the first cohort of awardees to earn the meritorious SUNY Chancellor’s Award for Adjunct Teaching in the 2018-19 academic year. The *Vanguard* has been profiling the winners, all of whom were nominated anonymously. Professor McGinty brings honor to this institution in many ways. He began his illustrious career as a student at Nassau Community College. After graduating, he

continued his education at Queens College and then received his MBA at C.W. Post (now Long Island University.)

With his MBA in hand, Professor McGinty then went on to work in the public sphere, namely Nassau County government, where he has spent his professional life. He started out with the Department of Receiver of Taxes for the Town of Hempstead. He then became Director of Finance and Budget for the Nassau County Board of Supervisors (now the Nassau County Legislature.) He retired as Chief Deputy Receiver of Taxes for the Town of Hempstead. Retirement is not the last chapter in his illustrious career. For the past nine years, he has been the Mayor of the Incorporated Village of Island Park.

In addition to his busy career with Nassau County, Professor McGinty started teaching at Nassau Community College in 2000 in the Math department. He teaches a

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Adjunct Spotlight



Michael McGinty

variety of courses, including Introduction to Statistics, Applied Statistics, Algebra and Trigonometry, Logic and Sets, and Finite Math. He has also taught brush up courses in Continuing Education. His students include the young as well as older students who are returning to college.

Professor McGinty is very student-oriented in his teaching. This means that he encourages class participation and works to apply the material to the students' careers. For example, he has many students interested in nursing. Most hospitals have a biostats department that gathers data on

patient outcomes. An example for these nursing students would be to examine data on the length of time a patient giving birth naturally is in the hospital versus that of a patient who had a caesarian birth. For those who want to go into engineering, he discusses probability in relation to a piece of equipment malfunctioning.

Like all of the awardees, Professor McGinty was

stunned and surprised when he learned that he had been nominated for the award. It is most fitting and wonderful that as

a graduate of this institution, Michael McGinty has returned not only as a professor but as a recipient of the prestigious SUNY award where he was nominated by one of his NCC students.

Professor McGinty is very student-oriented in his teaching.

Around the Region

Rutgers University, one of the oldest and largest universities in the United States, has reached a deal with its faculty unions to end a historic strike that lasted for a week. The agreement was made after lengthy negotiations between the university administration and the unions representing faculty members, graduate students, and staff.

The strike was called by faculty members across three campuses of Rutgers University, including Newark, New Brunswick, and Camden, who were demanding better wages and working conditions. The unions also demanded that the university provide job security for adjunct faculty members and guarantee funding for graduate students.

The strike, which began on April 11, affected more than 70,000 students at the university, as classes were canceled and academic services were disrupted. The strike was the first of its kind at Rutgers in 30 years and was one of the largest strikes in higher education in recent history.

The deal reached between the university and the unions includes a four-year contract that provides salary increases for faculty members and improved job security for adjunct faculty members. The contract also includes guaranteed funding for graduate students and additional support for research and professional development.

In a statement, Rutgers University President Jonathan Holloway said, “Most important, closure on this framework will allow our 67,000 students to resume their studies and pursue their academic degrees.” The strike was supported by students, who organized rallies and protests in solidarity with faculty members. Students also expressed concerns about the impact of the strike on their academic progress and future prospects.

The agreement has been welcomed by faculty members and students, who believe that it represents a significant step forward in improving the working conditions and job security of academic staff. The strike has also highlighted the importance of collective bargaining and the need for universities to recognize the value of their faculty members.

Overall, the agreement between Rutgers University and its faculty unions has ended a historic strike and provided a positive outcome for both parties involved. It serves as an important reminder of the power of collective action and the importance of valuing the contributions of academic staff in higher education.