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





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# From the President's Desk



Stefan Krompier

For the past year and a half, a certain remembrance has played over and over in my head. I bring it to you now because I believe it is a metaphor for what we have been and are currently experiencing here at NCC/SUNY Nassau.

Many years ago, I coached a variety of town traveling teams – soccer, softball – that my sons and daughter played on. The remembrance that I will share with you was of one game and one six-year-old novice

soccer player.

Games were played on a small field that suited the size of the player. Even though the league did not maintain won-lost records, every boy and girl on our team knew we were undefeated and tied for ‘first place.’ It was a comfortably warm Saturday morning when the game for what our players believed was the championship started. At about eight minutes into the game, we were down three nil. At that point in the game, John, a particularly spirited, wide-eyed, active youngster came up to me and asked in a very serious tone: *“Is God on our side?”* I blurted out what was not the best answer: *“John, we will know at the end of the game.”*

At no time has anyone who believes in the existence of a supreme being and who are deeply concerned for the very existence of this college asked me John’s question. If asked, I would answer: “Day in and day out, each and every one of us works tirelessly to save lives and improve the lives of the students who come through our doors. I have no doubt that he/she/they/ them is on our side. I have no doubt we will build back better and that we will be great again.”

Stefan Krompier  
President  
Adjunct Faculty Association

## Message from the Vice-President



Scott Stark

A few years ago, I wrote in the *Vanguard* about the increase in the frequency of meetings being held in the Affirmative Action Office (AAO) due to bullying or harassment charges being filed by students, and, in a few cases, by faculty, against our members. Every one of these charges must be formally investigated or the college could face tremendous fines. They are increasing in frequency, once again. With very few exceptions, these hearings have all resulted in the exoneration of our members; many of the hearings have taken longer to schedule than to happen.

One of the benefits of membership, should you have to deal with charges, is our guidance/defense throughout the entire process. If you receive a notification from the AAO, you should contact your AFA department representative, Garry Ouellette, or me, as soon as possible. You will be told that there is a complaint, but you will not be told what it is or who filed it until the meeting. Usually, the adjunct knows who the complainant is. It is not because they did something wrong; it is because they have come from a student that had made it known early in the semester that they were going to be difficult.

I recommend that you protect yourself from these false claims. One way to do that is by familiarizing yourself with any pertinent policies. College policies may be found at:

<https://collegecatalog.ncc.edu/current/policiesandprocedures/>

When I have had violations, I have spoken to the student about the occurrence. I don't do it in a confrontational manner, and I do it respectfully. I make sure to document everything that happened. This will save you much frustration should the incident progress. Include the date, the time, and the names of everyone involved. Also, include what you did to alleviate said situation – if anything. If we are doing our jobs, we have protection.

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## Message from the Vice-President



Scott Stark

As frustrating as these situations are, take comfort that we will be with you if the need arises. You will receive due process and the assumption of innocence if charges are brought upon you. I hope I don't ever have to represent you in one of these hearings, but if you are called upon for one, contact us immediately. We will guide you through the process.

As always, it is a pleasure to serve as your Vice President. If I can ever be of service, please email me at [scottstark27@gmail.com](mailto:scottstark27@gmail.com), or call me at 516-859-0250.

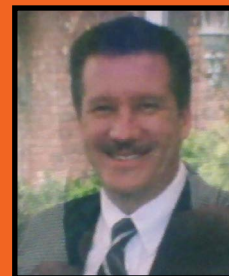
Scott Stark  
Vice President  
Adjunct Faculty Association

## 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>

# The Inside Scoop

Between 2016 and 2020, a well-funded and organized attack was launched on labor unions. Radical fringe organizations that were funded by billionaires set out to destroy labor unions. Their propaganda campaign falsely proclaimed that workers are better off without unions and do better dealing directly with the corporations/companies that employ them. Naturally, most people saw through this rhetoric and realized that this was simply another attempt to further the ever-growing divide between the wealthy and the middle-class by having workers work at the mercy of their employers. Unfortunately, some fell victim to this propaganda campaign. Over the past two years, many of those who fell victim to this campaign have come to realize that they have little chance of negotiating individually with their employers. This has led to the rebirth of organizing. Many anti-union companies are finding their employees organizing. Companies such as Apple, Amazon, Starbucks and Tesla are doing everything in their power to stifle the attempts of their employees from organizing. If organized labor is so bad for workers as pronounced by these radical fringe groups, then why would the companies fight their employees organizing attempts so adamantly? The answer is simple; the claims of these organizations are the opposite of the truth. Unionizing gives the workers a chance to negotiate for fair wages and good working conditions against the huge corporations that employ them.



Richard D. Erben

A case in point is the plight of Amazon delivery people that is nothing short of shocking. Amazon's delivery employees earn approximately half of what their unionized counterparts make at FedEx and UPS. The poor earnings are just the beginning of the atrocities. An Amazon delivery person has a camera pointing at their face throughout the day. They must deliver 300 packages daily. If they are to take a short break, they must make up the lost time by speeding up their deliveries to meet the daily quota. Should they veer off their route by as little as a couple of blocks to use a restroom, they are immediately contacted to find out why

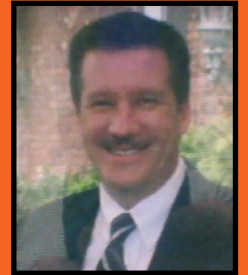
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# The Inside Scoop

they went off their route. These shocking circumstances were revealed to me by an actual Amazon delivery person. It is hard to imagine that such things take place in our country.

It should also be noted that such abuses are not limited to the private sector. I am a member of a number of adjunct groups across the country. I regularly read horror stories of what adjuncts are facing throughout our country at private and public colleges and universities. Non-unionized adjuncts face very low wages, no job security, and poor working conditions. There has been a large uptick in adjuncts unionizing across the country. The vicious attacks that were launched against unions beginning in 2016 have served to accomplish the opposite of their intended goals. As the false claims have been outed and the motives and faces of those behind this unsavory effort have been unmasked, unions are now experiencing a renaissance.



Richard D. Erben

**Richard D. Erben**  
**Chief Information Officer**  
**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](mailto:afa@ncc.edu) Thank you!**



## Adjunct Spotlight

## James Polo



By Ruth Silverman

This issue of the *Vanguard* spotlights another one of the recipients of the Chancellor's Award for Excellence in Adjunct Teaching at Nassau Community College. This month it is Dr. James Polo of the Sociology Department who was selected for the academic year 2020-2021. It is clear from these profiles that the adjunct faculty at the College is comprised of many distinguished members.

Dr. Polo received his B.A. degree from SUNY Oswego in 1972, his M.A. from Long Island University Post in 1976, and his Ed.D. from St. John's University in 1995. He began his college career as a biology major, but after taking a course in Sociology and then one in Anthropology, he realized that

his true passion was with the social sciences, and that was where he belonged.

Dr. Polo is unique in that he has served the College both in an administrative capacity and in the classroom. In 1973, he began his career at Nassau as an academic advisor in the evening division. At that time, the College was growing exponentially, especially in the evening division, as older, working people were looking to go to college for the first time, and some returning to complete a degree. As a result of his sociological background, he was hired to help organize and analyze data on the evening student population. In 1976, he moved over to the department of Continuing Education and shortly thereafter became the Director. Part of the mission of the department was to attract non-traditional students to the College who were working full time and who at the same time desired to advance in the workforce and to improve their knowledge and skills. Working with the non-traditional student population became his focus and his passion.

Dr. Polo decided he would like to try teaching as well as being an administrator and applied to teach as an adjunct in the Sociology department. He is still teaching there today and has honed his skills and has been approved to teach distance education as well as face-to-face and remote courses. He says that he got the full picture of being an academic by serving both in the administration of the college and in the classroom.

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## Adjunct Spotlight

## James Polo

In 2010, he retired from his administration position and was recognized by the Board of Trustees for his work and dedication to the College by being granted the title of Administrator Emeritus. That title was a great honor. However, it was another surprising honor when he was anonymously nominated for the Chancellor's Award in Adjunct Teaching. It involved a tremendous amount of work to complete the support file documents, but it was more than worthwhile. The process enabled him to pause and review the entire arc of his varied career and included a chance to re-read letters and notes of thanks from many former students. He received a medal and a certificate with

the award which he had framed and that today hangs on the wall in his office.

Dr. Polo noted that it was through the hard work and determination of Stef Krompiew, AFA President, that Nassau's adjunct faculty are now recognized for their important contributions to the education of so many students. He is thankful to Stef for finally bringing this award to Nassau Community College and he is honored to be a recipient.

