

VANGUARD

Official Newsletter of the Adjunct Faculty Association at Nassau Community College
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(516) 572-7294 | www.myafaonline.org

POLITICAL STATEMENTS

STARTING ON PAGE 10

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

ADJUNCT SPOTLIGHT

STARTING ON PAGE 5

NYSTRS NEWS

STARTING ON PAGE 7



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From the President's Desk



Stefan Kromprier

The College's Future: Opportunities and Challenges

On October 5th, a colloquium was held in the Multipurpose Room entitled *The College's Future: Opportunities and Challenges*. The drop in our enrollment, 28% over the past three years, was eye-opening and chilling. Particularly disturbing was that while Suffolk Community College's Fall 2016 to Fall 2017 head count had dropped by 357, and Queensboro Community College's head count had dropped by 169, NCC experienced a 1,262 person drop over the same period of time. The figures for Fall 2017 to Fall 2018 are not available as of yet.

NCC's severe decline in enrollment places the college in dire straits. In my estimation, if this trend continues, our enrollment will drop below 14,000 heads within two years and get worse in the coming years. Turning this trend around is as great a challenge (and in many respects even a greater challenge) than was Middle States' threat to revoke our accreditation.

To turn this trend around, NCC must first look at the best practices of colleges/universities, particularly community colleges, who operate in an environment such as we do; i.e. the number of high school graduates in the region are declining, they are located in a suburban area similar to Nassau County, and where strong competition exists from local four year and community colleges.

As was illustrated, demonstrated, reinforced, and inferred over and over again during the four plus hour colloquium, NCC must do much more to attract

and retain students. It was apparent to most, if not all, who attended that we must do more with the college's marketing effort. An administrative marketing budget that only recently has risen to \$300,000, which pales in comparison to Suffolk Community College's marketing budget of \$1,000,000, cannot continue. With the recent retirement of our NCC Marketing & Communications Director, the college's administrative marketing department is but a shell of what it needs to be.

The time is now. NCC must hire a team of experts who have successfully marketed colleges such as ours. In particular, a strong social media strategy must be formulated, implemented, assessed, and adjusted as needed. Their efforts must be supported with a million-dollar budget that is spent wisely and efficiently.

Our NCC Admissions department needs to be able to do more as well. This requires a plan that continues the strategies that work and implements new strategies as needed. This effort must be supported by a budget that enables Admissions to succeed.

Strengthening the college's marketing and admissions efforts are but a piece of what needs to be done if we are to succeed in rebuilding enrollment. We all must become a part of the effort in voice and action to get the job done.

Stefan Kromprier
President
Adjunct Faculty Association

The Inside Scoop

Over the past two years, almost 200 new adjuncts were hired at NCC. I am very happy to report that an overwhelming majority of these adjuncts have become AFA members. In light of this, I thought it would be a good time to give a brief history of our union.

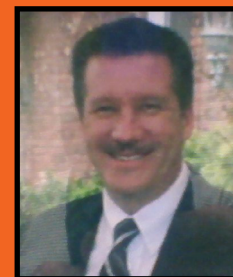
In 1968, the Faculty Senate was certified as the bargaining agent for the full-time faculty. Under PERB, they had the right to define their bargaining unit and their constitution excluded adjunct faculty. In 1969, a committee of adjunct faculty (John Meehan, George Costigan, and Gene Decker) met with the Faculty Senate asking to be included in their bargaining unit. The request was denied. In December of that year, some members of the full-time faculty began organizing adjunct faculty into an organization called the Union of American College Teachers (UACT). Meehan and Costigan met with the UACT leaders and pointed out that they neither had a charter nor a constitution and that none of its officers were elected.

In March of 1970, a group of adjuncts formed a UFCT organizing committee. Howard Van Ness was elected Chairperson, John Meehan, Vice Chair, and George Costigan, Secretary. A massive recruitment drive took place for the UFCT. However,

little was accomplished as the UFCT made no inroads to obtaining a contract for the adjuncts as they remained unrepresented. In September 1972, Meehan asked to leave the UFCT's jurisdiction so that he could petition the AFT for a local charter.

In November 1972, the AFT granted the AFA its local charter #2339 making the AFA the first adjunct faculty to have their own local in the United States. In August 1973, PERB certified the AFA as the official bargaining unit for the adjunct faculty at NCC. On August 29, 1974 by a vote of 118–21, the AFA membership ratified the first labor contract for adjunct faculty in the United States.

The years that followed were as challenging as the years that preceded the formation of our union. There were failed decertification attempts, lack of cooperation, and the ever-elusive quest for recognition and parity. The years ahead also could be categorized as the best of times and the



Richard D. Erben

...continued on page 4

worst of times. The AFA celebrated many substantial victories for the adjuncts but also fought many difficult battles along the way.

In 2015, the AFA would experience a new challenge, in the form of three candidates running for president with philosophical differences on how the union should be led going forward. The campaign leading up to the election was volatile. After the election, I recall writing what my perception of the aftermath was - "As the sun rose over the land, a scorched and ash covered landscape became visible, but in the distance a flickering flame of passion still existed". I went on to challenge our members - "We must each nurture this flame to keep it burning until it once again rages into a roaring fire of passion." As with every challenge the AFA has ever faced, our members rose to the call of action. They kept that flickering flame burning until it once again raged stronger than ever before. We witnessed that raging fire with hundreds of adjuncts becoming AFA members for the first time in their careers.

Then, our most recent challenge was this past year with the Janus Supreme Court case. This was the culmination of a

well-funded and organized effort to greatly weaken and destroy public sector unions and ultimately all those who are protected by them. Our members were too smart for these tactics and once again rose to the challenge. Hundreds of non-members became members while new adjuncts continued to join at astonishing rates. In all, our membership grew to an all-time high of 1,704. Each and every adjunct should take pride in the manner that the AFA continues to conquer all challenges and emerges stronger each time. The AFA is its members. Whether you are a classroom or non-classroom member, whether you have worked here for 55 years or you are in your first semester, you are a shareholder in this union. You are, in fact, the AFA.

Today, the AFA and NCCFT coexist on campus in a professional and collegial relationship. The two unions have worked together on a number of issues where common ground could be identified. Unquestionably, more challenges from outside forces are on the horizon, but if history has taught us anything, the AFA will be ready to meet and conquer those challenges and emerge stronger than we were yesterday.

Richard D. Erben
Chief Information Officer
Adjunct Faculty Association

Adjunct Spotlight

John Fink



By Ruth Silverman

Meet Professor John Fink, who started at Nassau as an Adjunct Professor in the Art Department, then became a full Professor, and today is once again an Adjunct Professor of Art. Professor Fink has a long affiliation with Nassau Community College that goes back to 1964. His career as an artist has taken many interesting twists and turns.

Professor Fink's interest in art goes all the way back to when he was 5 or 6 years old. He would enjoy drawing pictures on letters and envelopes. His sister, who was in the military, used to wait for letters from home as much for the artwork as for the letter inside the envelope.

John sums up his years at Nassau this way: his purpose in life is to create art and to teach.

Professor Fink's decision to take the entrance exam for college was a fluke. While waiting for his girlfriend, who was taking the exam, he was asked why he was not taking it. He decided he had nothing better to do, so he took the exam. Shortly thereafter, a letter arrived saying he had passed and was admitted to the college. He told his mother he did not want to go, but she started to cry at his decision. Thus, began his journey to becoming an artist and professor of art.

However, going to college was only the first step. Professor Fink was working in a men's clothing store at the time and decided to major in business. Even while working at the store, his artistic bents and proclivities shined through, as seen in his artwork on the displays in the store's windows. One day, while sitting in a business class reviewing for an exam, he was drawing. The student sitting next to him said he should pay attention to the professor. He replied that he could listen with one side of his brain and draw with the other. Soon after that, he left business and

went to take art classes in painting and pottery. The rest, as they say, is history. In addition to starting a career in art, he gained a wife. He liked the way the young woman sitting next

to him was working the clay, so he invited her out for coffee. She at first turned down the invitation. They have now been married for 58 years.

Professor Fink was teaching in a high school in

...continued on page 6

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the Midwest when the Chair told him about an opening in the art department at Nassau Community College. The College was extending its program and had expanded to another building. The position was part-time but he decided to make the move as he wanted to be near Manhattan and show his work in a gallery. He worked two years as an adjunct. He has since done a few hundred shows and was affiliated with the Mark Milliken Gallery in Manhattan for 12 years. He has a studio in the back of his house. You can view some of his work on his website, at www.johnfinkart.com.

Professor Fink enjoys teaching art. He likes making things and views it as an exercise in problem-solving. He attempts to get students to use their imagination and tell a life story. He has his students interview parents and grandparents and to work on some

imagery that captures their story or history. He likes hearing the student stories and building their confidence. A well-crafted piece takes patience and discipline. The tiles outside G building and the walkway leading to the CCB were done by his students. John is the recipient of many honors, not just for his artwork, but for teaching as well. He was recognized by the State of New York when he received the Chancellor's Award for Excellence in Teaching.

Professor Fink became a full-time faculty member in 1966. At that time, there was no union. The chairperson would recommend you or not recommend you for promotion based upon his own personal likes and dislikes. There were no agreed upon criteria. The chairperson liked him and he went from instructor to the next level in one year. He says that it is better when there are agreed upon criteria and the decision is not left to one person's likes and dislikes. He became involved in the NCCFT union when it was formed in 1966. He once served on the strike committee. Through the union, he made lifelong friends at the College. A singing group was formed by those active in the union in which they sang union songs and even put out a booklet of those songs.

Professor Fink sums up his years at Nassau this way: his purpose in life is to create art and to teach.

Click here to join or re-affirm your AFA membership:
<http://www.myafaonline.org/membership-application>

NYSTRS News

Dear Colleagues:

I have received several inquiries about our “Final Average Salary.”

Please note the response I received from NYSTRS:

“Thank you for your inquiry about your Final Average Salary.

Your Final Average Salary (FAS) is a critical factor in determining your retirement benefit because your Maximum Annual Pension = Your Pension Factor x Your FAS. Your FAS is generally the average of your three highest consecutive school years of regular salary earned, whenever they occurred in your salary history. Often, it is the average of your last three years.

Regular salary covers the instruction and supervision of students. For example:

- *Pay for teaching services;*
- *Coaching;*
- *Tutoring;*

- *Summer school;*
- *Chaperoning;*
- *Workshops;*
- *Driver education;*
- *Supervision of traditional after-school clubs; and*
- *Teaching or administration of educational after-school programs.*

The Three-Year FAS cannot include the following compensation:

Non-regular compensation (e.g., bonuses, taxable fringe benefits, payments in lieu of health insurance);

Employer contributions into a tax shelter account;

Payments made outside contract terms;

Payments made on the eve of retirement;

Buyouts;

Payments for services ordinarily performed by classified positions, consultants, or inde-

...continued on page 8

...continued from page 7

pendent contractors;

Payments used to purchase health insurance through the district;

Pay for duties not reasonably incidental to that of an administrator or full-time teacher (e.g., bus driver, district clerk, clerk of the board, school attorney); or,

Compensation for computer maintenance, master teacher presenter, or similar roles.

Also excluded from the Three-Year FAS calculation are yearly increases in regular salary exceeding the following limits:

Tier 1—20% above the previous year's salary.

Tier 2—20% above the average of the previous two years' salaries.

*Tiers 3, 4, and 5—10% above the average of the previous two years' salaries.**

** Note: The Internal Revenue Code limits the amount of annual compensation that can be used in the FAS calculation for members joining the System on or after July 1, 1996. The limit for the 2017-2018 school year is \$270,000.*

Tier 6 members are only eligible for a 5-year FAS. The same general rules that apply to the three-year FAS are in effect, with the following additions:

Salary greater than the NYS governor's salary (currently \$179,000) cannot be included in the FAS calculation.

For those with multiple employers and 200 or more days of service with a single employer, pensionable salaries are limited to the two highest-grossing positions per school year.

Salary increases exceeding 10% of the average of the previous four years' salaries are excluded.

TIER 1 MEMBERS are also eligible for a Five-Year FAS calculation that will be used automatically if it is higher than the Three-Year FAS.

If your date of membership is prior to June 17, 1971:

Your Five-Year FAS is not subject to the salary increase limits of the Three-Year FAS (Those with a date of membership of June 17, 1971 or later are subject to the limits.); and

You can include termination payments in your Five-Year FAS provided (1) they are contained in a collective bargaining agreement or a long-standing employment agreement and (2) they are made by the end of the calendar year of retirement. Termination payments include local retirement incentives, longevity

...continued on page 9

...continued from page 8

payments that are not part of your salary, and payments for unused leave.

If your date of membership is prior to July 1, 1973, non-regular compensation is includable in a Five-Year FAS calculation. Non-regular compensation includes (but is not limited to):

*Taxable fringe benefits;
Bonuses; and,
Payments in lieu of health insurance.*

The Five-Year FAS cannot include payments made to secure your resignation or artificially inflate your FAS; and cannot include payments not otherwise reportable to NYSTRS, including (but not limited to):

*Taxable fringe benefits;
Payments made outside the terms of a collective bargaining agreement or long-standing employment agreement;
Buyouts;
Payments for services ordinarily performed by persons in the classified service, or by consultants or independent contractors;
Payments to a member for the purchase of health insurance through the district; and
Earnings from titles such as bus driver, computer maintenance worker, district clerk, clerk of the board, school attorney, legal consultant*

or master teacher presenter.

If you have any additional questions, please write back or call us at 1-800-348-7298. Thank you.

Information & Communication Center/ml'

Warm regards,

Margaret A. Renner, Ph.D.
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*WE CARE
About Our Students,
Our Colleagues,
Our College!*

Political Statements



Stefan Krompfer

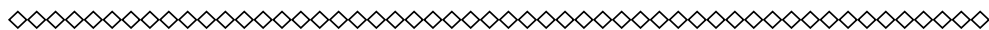
Over the past three and a half years, the AFA has built solid relationships with Nassau County and New York State public officials on both sides of the aisle. These public servants have consistently demonstrated their support for our efforts, and the college's efforts, to do more for the students who pass through our doors each day. We, the AFA, do not endorse candidates running for elected office; however, we do take statements from candidates who have demonstrated their support for us and the college. Please consider the content of each of the submissions you find below as you determine the individuals for whom you will cast your vote on Tuesday, November 6th.

Stefan Krompfer
President
Adjunct Faculty Association

Fran Becker is a candidate for the New York Senate, District 9

You may remember me, I was one of the original County Legislators (6th District) who served from 1996 to 2015 when I stepped down after 10 terms. While on the legislature, I was a staunch supporter of the college and a good friend to NCC's adjuncts. On one occasion during my time in office the budget was in peril of failing and I took it upon myself to rally my Republican colleagues to pass the budget stating "the college is a "county treasure" and one of the few things actually going right with the county". As I was a friend to the college on the county legislature, I will surely will be a friend to Nassau Community College in Albany. Currently the state is derelict in its duty to provide the funding that is needed so that affordable tuition is maintained, the physical plant is maintained and up graded as needed and the operating budget supports all that is required to provide the highest quality education to our students.

My accomplishments as a legislator include the 100 Million Dollar Environmental Bond Act that helped preserve open space throughout Nassau County for recreational and environmental purposes. I also sponsored the Hewlett House, a Breast Cancer Resource Center in Hewlett that has been utilized by thousands of women seeking information and comfort during their struggle with the disease. During my tenure on the legislature I fought to reduce spending in the county and minimize the impact of taxes so Nassau remains affordable to its residents. I also sponsored numerous Community Revitalization Projects within my legislative district which enhanced the quality of life of residents.



Elaine Phillips is a candidate for the New York State Senate, District 7

Dear Friends:

As the first in my family to attend college, I know the value of higher education to open doors for opportunity and success. Nassau Community College provides a means for non-traditional students—like me—to follow their dreams and help launch them to the next level of careers and higher learning.

In the Senate, I've been proud to support our public colleges, universities and community colleges. Just this year, we succeeded in once again increasing base aid for community colleges, provided additional funding for tuition assistance and financial aid, and continued support for programs like EOP and CSTEP. A community college education continues to be a great value, and additional state funding like this helps hold down tuition costs to help make a higher education more affordable.

I'm especially pleased by steps to support working parents advance their educational and career goals, like \$2

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million we provided for community college child care, and my personal initiative to successfully press to double the state income tax credit for child care expenses. I was equally glad to support SUNY's new contract that begins to make some progress toward fairness in salary and benefits for adjunct instructors.

And SUNY community colleges will benefit from \$19 million in increased capital funding for campus improvement projects.

Investing in students, academics, faculty and campus is only one way I'm working to create better opportunity and a stronger future for our state. In my first, two-year term, I:

- Delivered record State School Aid for K-12—\$112 million more for Nassau County; and millions in special grants for school security, classroom enrichment, libraries, villages, fire companies, veterans and non-profits
- Stopped \$3 billion in proposed tax hikes, doubled STAR property tax rebates, restored Nassau County senior tax savings and voted to make the property tax cap permanent
- Championed historic investment to protect LI's drinking water through the \$2.5 billion Clean Water Act, earning me top scores and a "Seal of Approval" from one of the state's best known and most respected environmental advocacy organizations
- Saved LIRR commuters \$8 million by demanding a fare cut during Penn Station's "summer of hell" and a fare freeze until the MTA improves service
- Authored two laws to end sexual harassment at work, and protect women at home by keeping guns out of the hands of domestic abusers

Of course, there is so much more work to be done, and I'm asking for support for a second term in the Senate so I can continue to fight for our schools and communities, and defend Long Island's values and way of life. I would be honored to gain the support of NCC's past and present faculty members, staff and students on Nov. 6th.

Sincerely,
Elaine Phillips



Jeff Pravato is a candidate for the New York State Senate, District 8

To the members of the Adjunct Faculty Association at Nassau Community College:

I write today because I am running for State Senate in the Eight District which covers the areas in Nassau County of Roosevelt, parts of Baldwin, Freeport, Merrick, North Merrick, Bellmore, North Bellmore, Wantagh, Seaford, parts of Massapequa and Farmingdale and Massapequa Park, and in Suffolk County, Amityville, Copiague, East Farmingdale, parts of Lindenhurst, West Babylon, Wheatly Heights and Wyandanch.

Currently, I serve as Mayor of Massapequa Park and spent over 25 years working in the private sector. As Mayor the for the last five years, I kept property taxes FLAT - while investing in local infrastructure projects that have improved our roadways and protected our shoreline. That said, my most important job is that of husband and father to four great kids!

The future of Long Island and our children is the biggest issue facing our Senate District. We're very fortunate to have Nassau Community College (NCC) here on Long Island. As an institution of higher learning NCC allows our community at large in Nassau County an opportunity for upward mobility to obtain a higher degree of education.

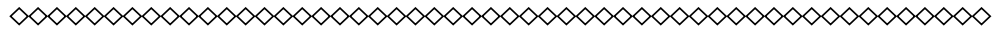
I know the importance of higher education and I will make sure our colleges get the resources they need so we can keep the cost of tuition down. We need to make sure that all of our students who want to go to college can afford to go to college. If I am elected as Senator, I will fight in Albany for Nassau Community College to make sure you have all the resources you need as members of Adjunct Faculty Association and for NCC and its students.

Politics has become a terrible business of self-serving interest. Too much division exists in Washington and Albany. I want to unite people, and take on the corruption that has hurt us dearly – especially in our wallets and pocketbooks. We must enact term limits for all state office holders and we must ban politicians from receiving donations from any company that has a government contract.

Albany is at a tipping point! New York City politicians control every branch of State government except the State Senate. In fact, my race will determine whether or not Republicans continue to control the State Senate and serve as an important check and balance. The last time they controlled the Senate was in 2009 and 2010. It was disastrous! They increased taxes by \$14 billion, created the MTA Payroll Tax which killed jobs, eliminated property tax rebate checks for homeowners and shifted millions in Long Island school funding to New York City.

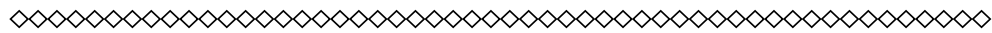
Your vote will determine whether or not checks and balances continue in our State government. If you vote for me, I pledge to stand against corrupt elected officials, always listen to your concerns, and be an advocate for Long Island and our future.

Sincerely,
Jeff Pravato



Ameer Beeno is a candidate for the House of Representatives, District 4

Education is the pillar of any community. As I said during my News 12 debate, all I want is what any father would want: for my three daughters to receive a good education in a safe environment, get a good paying job, and to be self-sufficient. None of this can be achieved without a good education, which is why I want to make sure that our teachers and professors have the necessary resources they need to effectively teach our children, and that the schools have the resources needed to keep them safe. Nassau Community College is no different. It offers a quality education at a very affordable price. NCC also offers a wide range of programs that not only stimulates students' thirst for knowledge, but makes them competitive candidates for a four-year school and prepares them for the workforce. While I'm in office, I will make sure that NCC will receives the funds needed for it to function and excel, and I will be a strong advocate for the college while I'm in Washington.



SAVE THE DATE AFA 3RD ANNUAL HOLIDAY PARTY MONDAY DECEMBER 10, 2018

AFA members will receive an invitation in November with complete details.

Hot/Cold Buffet – Live Music - Entertainment - Giveaways