

VANGUARD

Official Newsletter of the Adjunct Faculty Association at Nassau Community College
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FROM THE PRESIDENT'S DESK

THE NASSAU COUNTY SUPERINTENDENTS SPEAK

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



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From the President's Desk



Stefan Krompfer

The Nassau County School Superintendents Speak

My October 2020 Vanguard column was entitled “*NCC’s Very Survival Is At Stake!*” In that column, I spoke of NCC being perceived as a college of last resort for low-achieving students; a college that is merely an extension of high school, a thirteenth grade, so to speak, and that this perception is deeply ingrained into the minds of prospective students, their parents, **Nassau County School District Superintendents**, and high school guidance counselors. I have long been aware, even prior to taking office as AFA President, of the “displeasure” that many, if not most, of the Nassau County School District Superintendents have developed concerning NCC.

Believing that many of the reasons for the “life-threatening” enrollment decline that threatens “NCC’s Very Survival” could be gleaned from the Nassau County School District Superintendents and that the college’s relationships with these leaders had to be repaired as one of the means to reverse our severe enrollment decline, I then wrote the following:

Appoint a Liaison with School District Superintendents

Now more than ever, most if not all high school guidance counselors only recommend NCC to their graduating seniors who cannot afford higher tuition colleges and/or who have faltered academically during their four or five years of high school. To succeed, the right person must be put in place to serve in this liaison position. This person must be an individual who has successfully worked with the Nassau County District Superintendents in the past, an individual who has their trust, a person who understands what NCC does to make and enhance the professional and personal lives of the students who come here to learn and discover themselves, an individual who knows college policies and our governance structure. Most importantly, the individual chosen as liaison to the School District Superintendents must own this effort and have nothing else on his or her plate other than this job.

Our College President and Board of Trustees made an excellent choice based on the criteria I expressed in the previous paragraph by naming former Superintendent of the Great Neck School District and former Interim NCC President Dr. Thomas Dolan as Liaison with Nassau County School District Superintendents.

Dr. Dolan completed his work and submitted his report to President Williams six weeks ago this past

Thursday. A summary of Dr. Dolan's report was placed on the Portal this past Friday morning. At this point in time, I/the AFA, would not endorse any of the positions or suggestions made in the summary. To do that based on a summary would be short-sighted. We do look forward to the timely release of the whole report by President Williams to the college community along with a commitment and a plan to better serve and attract more high school students to NCC while building a strong working relationship with the Nassau County School District Superintendents, and Directors of Guidance and Guidance Counselors.

Stefan Kromprier
President
Adjunct Faculty Association

The Summary

In the Fall of 2020, the College engaged Dr. Thomas Dolan to gather data on student enrollment. Over the course of several months, Dr. Dolan engaged in dialogue with the Nassau County Schools with the goal of finding ways to improve student applications. Below is a summary of the discussions engaged in and the recommendations resulting from this enrollment research project, which was completed in January 2021.

The goals of the project:

- 1.) Review College Admissions Data for last five years
 - a. Determine the 25 Nassau County School Districts that contribute the most student applicants
 - b. Determine the 10 Nassau County School Districts that contribute the fewest student applicants
- 2.) Meet with the Superintendents and/or Principals of these Districts and learn more about the data and how NCC can better partner with these Districts, working toward eliminating obstacles and increasing applications.
- 3.) Meet with at least one half of these individuals personally, either in person or through virtual means.
- 4.) Meet with the President of the Nassau County Superintendents' Association, also the Superintendent of the Valley Stream Central High School District.
- 5.) Meet with the Nassau County Counselors Association.
- 6.) Meet with NCC Athletic Director and Nassau County Section VIII Executive Director. Arrange a meeting between the two directors.
- 7.) Identify 10 high schools willing to embark upon a dual Enrollment program with NCC, commencing in fall of 2021, further identifying the courses the schools would like to offer and the contact person at the District who can implement such a program.

REVIEW OF COLLEGE ADMISSIONS DATA

The twenty-five Nassau County Districts that accounted for the most applications, on average, over the last five years were identified as:

Uniondale	Hempstead	Baldwin	
Freeport	Sewanhaka (5)*	Roosevelt	
Bellmore-Merrick (3)	Valley Stream (3)	East Meadow (2)	
Hicksville	Oceanside	Farmingdale	
Massapequa	Mineola	Long Beach	
Glen Cove	Malverne	Levittown (2)	
Port Washington	Seaford	Lawrence	
West Hempstead	Hewlett	Westbury	Kellenberg**

* Indicates the number of High Schools in that District, if more than one.
 ** A Catholic High School that is administered by the Diocese of Rockville Centre

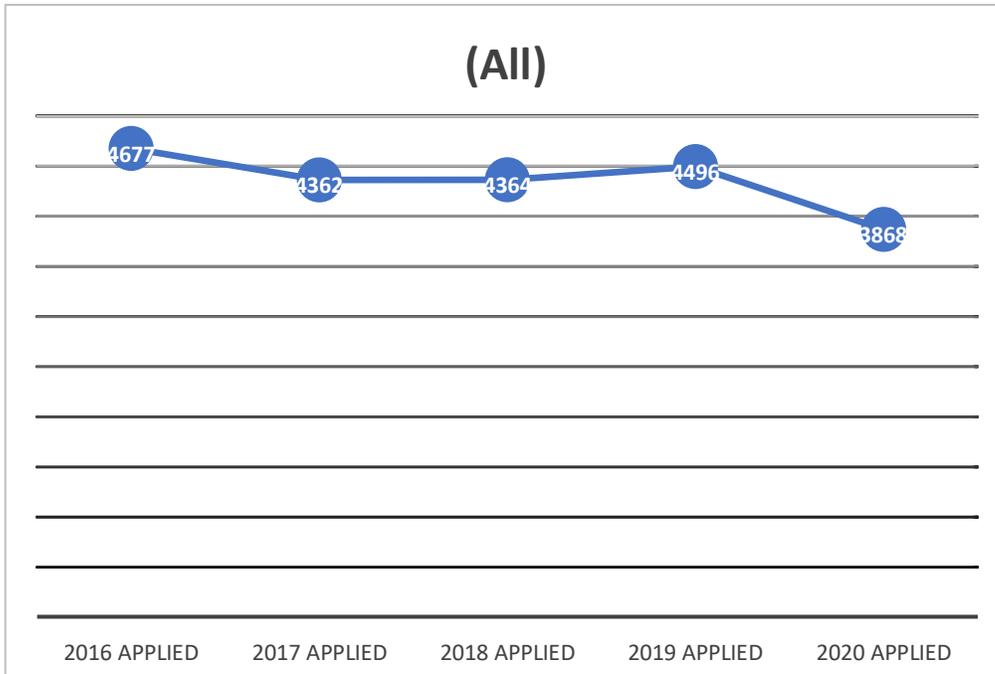
The ten Nassau County Districts that accounted for the fewest applications, on average, over the last five years were:

Great Neck (3)	Oyster Bay	Locust Valley
Manhasset	Jericho	Roslyn
North Shore	Garden City	East Williston
Herricks		

In addition, the following Districts became a part of this study, based on their request to be contacted and interviewed:

Lynbrook	East Rockaway	Wantagh
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The chart below indicates a five-year trend, one that is negative by 809 applications overall, with a lessening of this curve in the 2019 school year. This represents a decrease in applications of 17%. It is also apparent that the most precipitous drop occurred this year and can be attributed to the current health crisis.



Nassau BOCES confirmed that there has not been a similar decrease in High School graduates in Nassau County. Graduates decreased from 15,013 in the 14-15 school year to 14,881 in the 18-19 school year, representing a less than 1% decline in the graduates of Nassau County schools. It has long been theorized that Nassau's enrollment has decreased as a function of the number of High School graduates who are eligible to apply. That does not appear to be the case.

These trends are duplicated in the majority of the 25 high application schools, with a handful of outliers that demonstrated overall increases in total applications: Schreiber, Hewlett, Mineola, Glen Cove, Uniondale, and Hempstead.

These trends are also repeated in the majority of the 10 low application schools, with two exceptions: Locust Valley and North Shore.

SUPERINTENDENT/PRINCIPAL/COUNSELING DEPARTMENT CONVERSATIONS

33 Superintendents and 10 High School Principals were interviewed for this project. In addition, conver-

sations with 32 Chairs of Counseling Departments or the Assistant Superintendent/Principal with this responsibility and 9 meetings with entire Counseling Departments took place.

This establishes a very rich data set as there are only 43 Superintendents with High Schools in their districts, and there are 56 public High Schools in Nassau County.

The following section lists key findings:

- 1.) *NCC should, like most other local colleges, offer a fee waiver on the application to students who can demonstrate need.*

This was the most frequent concern raised among the Counselors.

- 2.) *NCC must continue to address issues related to Placement Tests and the subsequent placing of students into non-credit courses.*

The issue of Placement tests was raised by all Superintendents, Counseling Chairs, and counselors. The perception is that placement tests are too difficult, not germane to NCC coursework and slot students into non-credit courses that cause them to waste time, money, and Financial Aid. Further, it is believed that this is a long-standing problem.

During this project, a major change was enacted relative to the Reading and Writing Placement Tests, a change that will allow a student with an 80 GPA to avoid these tests and be placed in credit-bearing courses. This news was welcome, but was heard tentatively, as High Schools still want to see how this new policy plays out. Additionally, the sharing of this news was always met with the next predictable inquiry: “What about Math?”

- 3.) *NCC should market itself in such a way as to make NCC a “choice” rather than a ‘default’ location.*

The reluctance to apply for students is the stigma attached to NCC attendance and students often report that they are “only” going to NCC. For parents, the reluctance to send their children to NCC comes about as a function of the fear that the courses they take will be non-credit courses and that they are wasting their money. At least one Superintendent acknowledged that whether this is true or not, it is still the belief that many hold to be true. These root causes need to be identified and addressed.

- 4.) *NCC should develop other “career” oriented programs that will assist students in immediate employment upon graduation.*

Counselors and Superintendents alike believe that NCC would attract more students if there were more career-oriented programs that culminate in paid positions. The new Culinary Degree was welcomed by those who knew of it, but very few did. Recommendations for programs like this that would lead to positions in the health field were heard from many.

Some Superintendents recommended a stronger link with Nassau BOCES that would expand on training in the electrical, construction, and plumbing fields. Counselors also cited the need for training programs like this

among their students.

The exploration of other Occupational degrees seems to be in order and all those interviewed believed there is a large population of students in Nassau County High Schools who would be drawn to them.

5.) NCC should develop other “Pathway” programs that will assist students in obtaining a four-year degree after their initial attendance at NCC.

Counselors are convinced that if a student knew that attendance (and success) at NCC would result in admission to a four-year program elsewhere, it would increase the number of students attending NCC as they would see it as a mechanism to get somewhere else.

Some programs like this exist, but they are not well known. Counselors encourage NCC to develop more of such programs and to make them known.

The existence of Seamless Transfer within the SUNY system makes this “pathway” even more attainable, but it is not well understood. Not all counselors were familiar with Seamless Transfer and only when NCC credits were referred to as “SUNY credits” did they begin to understand. Therefore, an ancillary recommendation that grows out of this research is that the Seamless Transfer policy needs to be better articulated to High Schools and attached to the concept of a four-year degree that starts at NCC and ends somewhere else.

6.) NCC should take advantage of its most successful programs and expand upon them.

While this recommendation was made by some of those interviewed; it is a very difficult one to accomplish.

Several programs at NCC are recognized for their excellence. Many of these are in the Allied Health field, notably Nursing. An easy solution that has been offered is to expand capacity in these programs and make them larger. The belief is that creating more seats in these programs will address the NCC enrollment issue.

NASSAU COUNTY SUPERINTENDENTS’ ASSOCIATION

Southwest Quadrant Meeting

Findings from the meeting:

- A Superintendent expressed disappointment that the NCC test protocol has not changed and shuffles students through non-credit courses, despite any success they may have had in High School.
- It was shared that to address similar concerns, Suffolk Community College established a course and wrote the curriculum for it that is taught in Suffolk County High Schools. This course prepares students for college level math courses and offers the assurance that students who take and pass this course are exempt from a placement test and are placed in credit-bearing courses immediately upon enrollment at

SCC.

- A second Superintendent, one who represents a school that sends many students to NCC, supported this course as well and expressed her district's desire to have a Smart Scholars program with NCC. She went on to state that she had hoped to establish a P-Tech partnership with the college. She also asked that the College be more welcoming of ELL students and find ways to help High Schools assist these students in getting to NCC.
- A third Superintendent was compelled to partner with Suffolk Community College.
- All Nassau County schools have wanted to and continue to want to partner with NCC, and would welcome new opportunities to collaborate.

NASSAU COUNTY COUNSELORS ASSOCIATION, held on November 18, 2020.

Findings from this meeting:

- Placement Exams and Fee Waivers were immediately raised as issues.
- A counselor expressed surprise that NCC is not on the Common App. The counselor also recommended that the College strengthen its advisement program, such that a student has a member of the Faculty with whom they can work from the start.
- One chair noted that parents express reluctance about sending their child to NCC not knowing if the money they spend will result in credit-bearing courses.
- A chair's strong recommendation was that Nassau develop more career-oriented programs, and then market them as early as Middle School at the very time counselors are starting to talk to their students about College and Careers. Examples that were cited included Culinary programs, Health programs, and Fashion programs.
- Several of the Middle School Counselors would welcome more information about career pathways that can be completed at NCC for their Middle School students. They asked to be included in our efforts.
- The Liberty Partnership program was cited by a counselor as something that NCC should research.
- A high school counselor indicated that she often encourages students to attend Nassau to bring up their grades and then use it as a springboard to other colleges. She recommended that the college develop more partnerships with four-year schools that would "guarantee" admission upon graduation from NCC.

COLLEGE ATHLETIC DIRECTOR/SECTION VIII COORDINATOR

The following opportunities should be pursued based on conversations between NCC Athletic Director Kerri Anne McTiernan and the Section VIII Executive Director:

- Section VIII would welcome the opportunity to hold meetings of coaches and athletes at NCC.
- Section VIII would be anxious to hold post-season games at NCC.
- Section VIII will invite A.D. McTiernan to attend section VIII events. She will be welcome to speak about the NCC program and build connections with groups of coaches.
- Athletic Director McTiernan will be invited to meet with all Nassau County Athletic Directors to build positive working relationships.
- Section VIII would like to hold some of their annual Erase Racism meetings with students on the NCC Campus. The program they describe is one that is very consistent with the work of A.D. McTiernan.

DUAL ENROLLMENT RECOMMENDATIONS

An invitation to participate in a dual enrollment initiative with the College has been very well-received. Numerous schools expressed an interest in participating with the College on a program that would grant their High School students College Credit. In advancing these programs, an emphasis should be placed on the ability of students to earn SUNY Credits. Because of the State's Seamless Transfer policy, students could take these credits to any other State institution, and many other colleges and universities as well. There are three types of programs that High Schools have an interest in:

- 1.) A program that would allow their students to attend NCC for a full or partial day, returning to their High School for after-school activities. This is referred to as a "Residency Program" below.
- 2.) A program that would allow students to take courses at their home high school, taught by the District's teachers, but following NCC curriculum and overseen by an NCC faculty member. These courses would culminate in the award of High School and SUNY credits. Below, this is referred to as a "School Based Program."
- 3.) A program that would allow capable High School students to register for courses at NCC and take those courses while simultaneously enrolled in High School. Students would earn SUNY credit, but not High School credit. Students will remain enrolled at their High School while taking these courses. This is referred to as a "Visiting Student Program."

What follows is a list of 19 Districts, representing 28 High Schools that are interested in enacting specific programs. Representatives of these Districts expect to hear from the College this winter and many hope to have programs in place in the Fall of 2021.

District Candidates for Dual Credit Programs with NCC

1.) Baldwin- it is imperative that NCC take a program that Baldwin established at Suffolk Community College and return it and these Baldwin students to Nassau County.

The program has existed for several years, and much of the groundwork has been done and Baldwin is a ready participant. It was a source of some confusion at the Quadrant Meeting as to why Baldwin was compelled to seek out a partnership with SCC, and other Districts could do the same if this program is not re-claimed. At least one other Nassau School- Farmingdale- also has an active program with SCC.

2.) Westbury

Westbury is very interested in partnering with NCC and they actively encourage their students to contemplate enrollment there. They currently have Dual Credit arrangements with Molloy and Mercy College.

Westbury's Director of Guidance credited an NCC counselor for the current positive relationship that Westbury schools has with NCC. Lack of a fee waiver and placement testing were cited as obstacles. The Director offered the idea of a focused video for Westbury students from the College, which idea was acted upon by Dean Follick, as noted below.

Westbury would like to pursue a School Based Program with the College. They have a need for and would like to offer a College English/Literature Course and a Senior year Social Science course that would take the place of the current Economics/Government requirement.

3.) Malverne

The District's goal in pursuing Dual Credit Partnership programs is to create more "rigor" in their course catalog.

The courses are not represented in Malverne's other Dual Credit programs are in the Arts, specifically Photography, Music Recording and Orchestra. There is also a need in an Environmental Science course as the District is considering offering an Advanced Placement course in this area within the next few years.

Finally, there was a request for a Math Course that would prepare students for or eliminate the need for the Accuplacer. The Suffolk County Community course that was referenced above was cited as a good idea, and one that NCC should be able to easily replicate.

4.) Sewanhaka Central High School District

This District contains five 7 to 12 High Schools and sends more students to NCC than any other school district in Nassau County. (In 2020, they submitted 368 applications, and 222 students enrolled.)

Sewanhaka would like to develop a multi-year plan, taking advantage of increased recruitment of the Class of 21, and then following up on subsequent classes. Sewanhaka is in search of other Dual Credit opportunities and have already begun a conversation with NCC on linking their culinary program to the College's. They would be in favor of finding ways to get their students onto the NCC campus for tours and events. This would include younger students (including Middle School) as a part of the long-term plan the District would like to develop.

SCHSD would also like to partner with NCC in developing programs to assist ELL students in preparing for College.

Lastly, SCHSD was particularly interested in seeing coursework in the Allied Health Sciences developed and saw that as a very fertile area for a partnership.

Recommendations from Conference Call with Directors of Guidance from Elmont, Carey, Floral Park, New Hyde Park and Sewanhaka High Schools:

- “We perceive NCC to be a good option, our students sometimes do not.” There is a stigma attached to enrollment and NCC is often a default, rather than a choice for students.
- Suggestions included: additional outreach to students, tours of the campus, and an effort to change the image of the College as a “second” choice. It is incumbent on the NCC to answer the question “Why would I want to go to NCC?”
- There are still perceptions among students and parents that the Placement tests are an obstacle.
- Lack of a fee waiver for students was also cited as an obstacle.
- On the topic of Dual Credit, curricular gaps were cited in several areas: Computer Sciences, Allied Health Fields, Culinary and all Sciences. Directors were particularly interested in seeing the College develop pathways to the Nursing program and even a pre-pharmaceutical program. These schools would like to be partners in getting students ready for these programs and make their acceptance into them more probable.

5.) Valley Stream Central High School District

The VSCHSD is comprised of three High Schools which are located in the southwest corner of the county. In part because of this, their students are more likely to look to CUNY if they are considering a two-year school. The following offerings by CUNY were noted: ASAP program, their orientation process and transition activities, a fee-waiver to students who qualify, and Metro cards to students in need.

That said, District representatives expressed interest in a half-day or full-day program that would bring Valley Stream students to NCC to take courses with other High School Students or integrated with College students. This Residency Program could be augmented with coursework at Valley Stream in Allied Health Sciences. Many Valley Stream students aspire to careers in this field but are unable to enter NCC programs as they are not academically prepared. Any program that would offer preparation in this area would be welcome.

Finally, they expressed an interest in a better program for ELL students. Their current experience is that students enter the program at NCC, attend, earn no credits, and soon drop out. Is there a way that the College could better help to prepare these students for a successful college experience?

6.) Roslyn

Roslyn would like to see more of their students to consider NCC.

District representatives believe that Roslyn students would benefit from a dual-credit arrangement with NCC that would feature courses that would put kids in a better posture to succeed at College. The following opportunities were cited:

- a need for a High School Social Science elective for seniors that could be paired with a college Lit course, which is currently offered through St. John's University.
- a need for an Allied Health science course for the purpose of college preparation.
- a need for an ELL preparation program for college preparation.

The following concerns were cited:

- a stigma that is attached to NCC attendance.
- concern about placement tests.

Suggestions offered to address concerns:

- Roslyn would like NCC to get to their students earlier, in 10th and 11th grade, and offer information sessions at Roslyn High School aimed at parents. They also see such presentations as an opportunity for the College to advertise the honors program and other NCC opportunities.

- Getting Roslyn students to the NCC campus for tours and events.
- Exposing Roslyn's student athletes to the NCC Athletics program.

The District would like to duplicate the program that Baldwin currently enjoys, with Roslyn students attending NCC for part of the day and taking courses that would be eligible for SUNY and Roslyn credit.

7) Herricks School District

The District sees an opportunity for NCC to partner with a special Herricks program, the Student Television Arts Company (STAC). STAC is an Arts-oriented, unique multi-discipline, audition-based program which sends 100% of their student participants to college. An NCC partnership would rely on NCC facilities for Herricks students to take their studies to the next level.

8) Hempstead

The Hempstead Schools contribute many students to NCC. The District is interested in pursuing a partnership with NCC, including dual credit programs.

9) Long Beach

Concerns cited: Remedial coursework, Accuplacer, and student support. However, the District is interested in engaging with the College on solving these problems and boosting Long Beach enrollment.

They would be very interested in hosting dual-credit coursework at Long Beach High School and cited a curricular need in the areas of Math and English, as well as electives in social sciences and physical sciences.

10) Farmingdale

There was an interest in the following opportunities:

- An important niche that NCC could assist with would be students graduating with a CDOS or Superintendent's Designation.
- A math course designed to offer high school students college math that would prepare them for any school they chose to attend would be very helpful.

The District already has a dual credit arrangement with Suffolk Community College. However, they would be open to finding another niche for Nassau. They would be prepared to offer two dual credit courses at Farmingdale High School next fall: Environmental Science and Trigonometry/Advanced Algebra.

Another initiative proposed by the District is modeled on the Massachusetts Inclusive Concurrent Enrollment Initiative (MICEI). This program is aimed at 18- to 21-year-old high school students with an IEP who might not be able to meet all high school graduation requirements before they "age out". By

partnering with numerous colleges across the state, Massachusetts' High Schools have found ways to move these students closer to their potential by offering them college coursework while still protected by an IEP. The Farmingdale District would like to partner with a college, seek legislative funding and try to replicate this program in New York State. They are inviting NCC to partner with them, but will turn to SCC if we are not interested.

11) East Meadow

The District expressed interest in partnering with NCC. In terms of Dual Enrollment, they would welcome a College Anatomy/Physiology course for their students and would like to explore opportunities for potential Education majors to be exposed to the coursework associated with teacher training in a Dual Credit environment.

12) Roosevelt

Roosevelt representatives expressed a desire to partner with NCC. They would be interested in pursuing a School Based Program and a Student Residency Program.

13) Freeport

District representatives expressed the following concerns:

- Fee Waivers for applicants with financial hardships.
- The admissions process, specifically lack of support for undocumented students, the need for greater support during the application process (particularly in the Nursing Program)

District representatives saw the following opportunities for a School Based Program:

- In terms of Dual Credit opportunities, they would like to see coursework established in the Health and Sciences Field, including a pathway to the Nursing program.
- Electives in Criminal Justice and other sciences would be popular and useful for their students.
- They asked if there was a teacher preparation program at NCC and if there would be a way to offer a High School course that would introduce students to the field of teaching.

14) Great Neck

Great Neck would be very interested in pursuing the possibility of offering NCC courses at The Village School. The school currently has a curriculum that has a wide range of College preparatory courses and a niche could easily be found for Social Science or literature electives.

15) Uniondale

District representatives expressed the following concerns:

- Social Security number request on the NCC application is a problem for students who do not have one, and they are immediately and terminally discouraged.
- Lack of a fee waiver, arduous placement tests, and a separate application.

There was an interest in the following opportunities:

- In terms of dual credit, Uniondale is interested in a Math prep course that gets students prepared for College Math.
- They would also be interested in Culinary Arts, Tourism, and Forensic sciences.

16) Oceanside

Oceanside students who are Community College candidates frequently choose Suffolk Community College because of the perception that there are more career-oriented programs there, and that the NCC placement tests will be a severe obstacle. They specifically cited the Math Placement test as problematic. They would be happy to host a Dual Credit College Math Course to better prepare students for the Accuplacer and for success in College Math.

17) East Rockaway

The District would be interested in pursuing a program at their High School featuring a College Math course and a College English course. They also cite the need for assistance with their ELL population.

18) Seaford

The District would like to immediately implement a College Public Speaking/Rhetoric course on a Dual Credit Basis.

19) East Williston

The District indicated an interest in dual-credit programming.

There are several other Districts that had some interest in Dual Credit programming with NCC. However, the list offered exceeds original expectations for the Project. There is a strong desire on the part of Nassau County schools to partner.

SUMMARY OF RECOMMENDATIONS

1.) Continue to modify the Placement exams that students are required to take to attend Nassau. The recent modifications have been well received in the field; however, the absence of a more liberal approach in math is noted.

At present, Suffolk Community College has established a math course that is taken at Suffolk County High Schools that makes students eligible for credit-bearing math courses, provided they take and pass this course

at their local high school. This course was cited by several Nassau Superintendents and was one that they would like to see offered at Nassau's schools.

2.) Consider the adoption of a Fee Waiver for applicants, notably those who are on Free and Reduced Price Lunch programs at their High Schools.

3.) Nassau Community College does not appear on the Common Application used by almost 1,000 Colleges nationwide. Other New York State institutions are on this application (including Farmingdale.) Getting the College on the Common Application would improve the probability of a student's application if all they need do is fill in Nassau's information in order to effect it.

4.) Establish an advisory Council of School Superintendents to meet at least twice a year with the College Administration in order to continue the conversations that have begun by way of this project.

5.) Rebranding – This is a rather generic term that represents an effort to push back against some of the assumptions that are still held about the College.

6.) Those responsible for the College's Marketing efforts need to better connect with the College Counselors that advise Nassau County students.

The Nassau Counselors Association could easily be asked to schedule their monthly meetings at NCC and while they are there, ample opportunity would present to share information about the College.

7.) Dedicated Counselors-Those schools that were able to identify a specific Admissions Counselor with whom their Counselors worked expressed great satisfaction with that individual. Some schools indicated that they did not have an assigned Counselor. To the degree that staffing will permit, it might be worthwhile to consider a dedicated counselor for each school.

8.) Dedicated Staff - There needs to be continued contact with schools, relationships maintained with Superintendents, ongoing conversation with Nassau County schools and action resulting in programs starting by the Fall of 2022. The College would be wiser to look to Suffolk Community College where a department, led by a dean, has been established to enact the kind of programs I have described and begun to enact.

9.) Partnerships with other local colleges resulting in Four Year degrees - Many counselors indicated that they believed students would have a better perception of NCC if they were admitted as part of a four-year program via an agreement with a College that could grant that four-year degree.

10.) Nassau County Fireman's Association - Under the SAFER Grant, Students who serve as Volunteer Firemen in Nassau County attend NCC tuition-free, with their tuition paid by this grant. This benefits Nassau County's Volunteer Firefighting departments, as it can serve as an important tool to recruit firefighters.

It might prove useful for the College to be in touch with the Nassau County Volunteer Firefighters Association to develop joint advertisements that better broadcast this opportunity. In this way, this well-organized and well-funded group could alert students and families to this unique opportunity in a way that would benefit NCC and the various departments around long Island.

11.) An investigation of the MICEI in coordination with the Farmingdale School District.

12.) A by-product of this Project was a video that the College prepared for the Westbury School District's Class of 2021.

During the course of a conversation with the Westbury Schools, it was recommended that NCC prepare a video aimed specifically at Westbury's graduating seniors. A video was immediately prepared and presented to Westbury.

It is recommended that this project is replicated for other schools and, with the assistance of those schools, distributed to their seniors.

