

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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Message from the President



Scott Stark

Stronger Together: A Decade of Progress and the Work Ahead

We are now entering an important election for the leadership of the Adjunct Faculty Association, one that comes at the same time we are engaged in contract negotiations. A strong turnout in this election will send a clear message to the administration that our union is unified, alert, and deeply involved in shaping its future. Collective participation will strengthen our position at the bargaining table. Before you cast your vote, it is important to reflect on where we once were and where we are now.

Over the past eleven years, through challenges and transitions, our unity has delivered real, tangible progress for adjuncts at Nassau Community College. This progress didn't come by chance. It came from persistence, careful negotiations, and the unwavering support of a membership that has grown stronger and more engaged each year. Together, we have shown that adjunct voices cannot be ignored — and that when we organize, we win.

Today, I want to highlight some of the accomplishments your support has made possible. These achievements are not just bullet points on a page — they represent improved livelihoods, greater recognition, and stronger protections for every adjunct. They reflect our shared determination to make this institution a better place to work and to learn.

Ten years ago, in the spring of 2015, our union was reeling. After a poorly communicated — and many would say ill-advised — strike, the AFA was left decimated. Membership had fallen

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Message from the President



Scott Stark

to one of its lowest levels in decades, morale was shaken, and our very future as an organization was in doubt. The strike left deep scars on our relationship with the administration and within our own ranks. Communication was fractured, finances were strained, and our presence in college governance was virtually nonexistent. At that time, the question many asked was not, “*What will the AFA achieve next?*” but rather, “*Will the AFA survive at all?*”

And yet, what a difference a decade makes. Through steady rebuilding, persistent advocacy, and the trust of our members, we transformed the AFA from near-collapse into a strong, stable, and thriving association. The comparison between 2015 and 2025 is not just about numbers — it is about resilience, about lessons learned, and about what we can accomplish when we refuse to give up on one another.

..in 2015, survival was uncertain. In 2025, strength and progress are undeniable.

Now, in 2025, the picture could not be more different. We have more than doubled our membership, demonstrating that adjuncts see this Association as both their voice and their shield. Instead of financial opacity, we now operate with full transparency — and our decision to cut officer salaries by 35% has saved nearly \$800,000 for the membership. Instead of being sidelined, we hold a seat in the Academic Senate, serve on key college committees, and play an active role in Middle States accreditation.

Where we once lacked recognition, our members are now eligible for the Chancellor’s Award for Excellence in Adjunct Teaching. Where we once lacked stability, we now stand on the foundation of four successfully negotiated contracts — delivering over a 30% wage increase, expanded personal leave days, offices for adjuncts, flexibility for online work, and college business

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Message from the President



Scott Stark

days. And where morale once sagged, today we celebrate together at annual holiday gatherings, support our students through the NEST, and know that when jobs are threatened, the AFA is there to fight.

The contrast is stark: in 2015, survival was uncertain. In 2025, strength and progress are undeniable.

The road from 2015 to 2025 has been long and hard-fought, but also inspiring. The strength of this Association lies not in any single officer or negotiation, but in the commitment of its members. Together, we have proven that when adjuncts stand united, progress is not only possible — it is inevitable.

And so, as we look ahead, the work continues. Negotiations are underway, and the administration is watching to see whether adjuncts remain as strong, as organized, and as united as we have shown ourselves to be. This is not the moment to step back. This is the moment to stand together, to show our presence, our voice, and our determination. The progress of the past decade was built by staying engaged, by participating, and by believing that our collective strength matters — because it does.

We have shown what unity makes possible. Now we show that our commitment to one another endures.

Scott Stark
 President
 Adjunct Faculty Association

Message from Garry Ouellette AFA Vice President



Garry Ouellette

I am proud to serve as your Vice President of the Adjunct Faculty Association. I have been a member of the faculty for over 40 years—both as an adjunct and as a full-time faculty member. Prior to my retirement, I served on the Full-Time Faculty Union Board for 28 years and have been actively involved with the AFA since 1982.

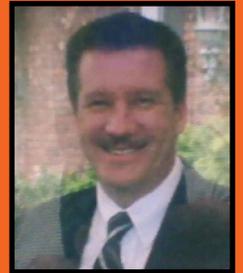
I have always believed strongly in the power of unions and have worked diligently to support our members in meetings with the administration. During my time at Nassau, I wrote curriculum for the Music Department and created the Studio Recording Program, which continues to thrive today. I have also served on the Academic Senate, the Senate Planning Committee, and the Institutional Planning Committee, and was proud to be a member of the AFA negotiating teams that helped secure several outstanding contracts for our faculty.

Even in retirement from the full-time faculty, my commitment to adjunct faculty remains unwavering. I dedicate my time to representing your interests—24 hours a day, 7 days a week. You can often find me around campus, playing music with students in the Jazz Club and supporting the vibrant community that makes Nassau such a special place.

In solidarity,
Garry Ouellette
Vice President,
Adjunct Faculty Association

The Inside Scoop

Election season is upon us, and I am sure that your mailbox is full of political literature and your television consumed with political ads. For more than fifteen years, I have been heavily involved in elections/campaigns both on and off campus. Over those fifteen years, I have gained a great deal of insight into the mechanics of campaigns. That insight allows me to take a deeper look into everything that is said and why certain strategies are employed. For instance, candidates who have not accomplished a great deal will normally take one of two approaches. They may choose to utilize deception in an effort to take credit for the accomplishments that have been gained by others and/or they wage an aggressive mud-slinging campaign. Both of these methods are used in an effort to mask their own lack of accomplishments. Conversely, candidates who have a robust record of achievements and accomplishments for their constituencies need not resort to this divisive rhetoric. They normally stand on the record of what they have accomplished. The only time such candidates take an offense is to defend themselves of falsehoods that are being perpetrated against them. Indeed, a great deal of psychology goes into a campaign.



Richard D. Erben

To this end, it reminds me of the legendary presidency of Stef Krompier, as he stepped aside at the end of August. In 2015, Stef and Scott Stark took office. They brought forth a “contract” with the membership. This contract promised members a number of positive changes that they would accomplish. Those changes, found on our website under objectives, were all accomplished in record-breaking time. It was a privilege and honor to have been on their team, working tirelessly for you, our members. Today, I continue

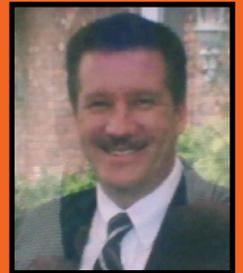
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The Inside Scoop

to be humbled working with Scott and Garry as we continue to build upon all that has been accomplished and look to take the AFA to even greater heights.

The heartbeat of our union continues to be you, our members. In 2015, after a difficult campaign season, the only thing that remained was a flickering flame of passion upon a scorched earth. I asked our members to keep that flickering flame burning and promised if they did, it would one day turn into a strong and raging fire of passion in our union. Our members did not let us down, and to this day, the flame burns bright, and the once scorched earth is lush again.



Richard D. Erben

Richard D. Erben
Chief Information Officer
Adjunct Faculty Association