

Volume 46 | Issue 5 | September 2017

VANGUARD

Official Newsletter of the Adjunct Faculty Association at Nassau Community College
One Education Drive, Cluster C, Room 2073, Garden City, NY 11530
(516) 572-7294 | www.myafaonline.org

FROM THE PRESIDENT'S DESK

MIDDLE STATES THEN
AND NOW

STARTING ON PAGE 2

NYSTRS NEWS

STARTING ON PAGE 12

AFA SCHOLARSHIP AWARDS

STARTING ON PAGE 9





President - Stefan Krompfer
 Vice President - Scott Stark
 Secretary - Rosemarie Tavitian
 Treasurer - Barbara Gregorio
 Chief Information Officer - Richard D. Erben

AFA EXECUTIVE BOARD:

Ken Bellafiore
 Chris Enright
 Bob Femminella
 Paul Guadagnino
 Garry Ouellette
 Milton Perez
 Ruth Silverman

AFA DEPARTMENT REPRESENTATIVES:

Accounting and Business Administration.....Joseph Gray
 Administrative Business Technology.....M. Debra DeSanto
 Africana Studies.....Vacant
 Allied Health Sciences.....Alan Hecht
 Art.....Paul Guadagnino
 Biology.....Robert Femminella
 Chemistry.....Chris Enright
 Communications.....Jack Demasi
 Criminal Justice.....Ken O'Neill
 Economics and Finance.....Ethel Weeks
 Engineering/Physics/Technology.....Richard Beck
 English.....Karin Falcone
 Foreign Languages.....Robert Cavanna
 Health/Physical Education & Recreation.....Lawrence Dellaquila

History/Political Science/Geography.....Paula Carlo
 Hospitality and Business.....Chris Argento
 Legal Studies.....Joyce Birdoff
 Library.....Kenneth Bellafiore
 Marketing/Retailing/Fashion Buying/Merchandising/Fashion
 Design/Interior Design.....Bob Battle
 Math/Computer Science & Information Technology.....
Milton Perez
 Mortuary Science.....Gerald Wingster
 Music.....Garry Ouellette
 Nursing.....Mary Ann Hellmer-Saul
 Philosophy.....Philip Pecorino
 Physical Sciences.....Michael Zito
 Psychology.....Brent Nelson
 Reading/Basic Education Program.....Carl Vinas
 Sociology/Anthropology and Social Work.....Ruth Silverman
 Student Personnel Services - Instructors.....Darren Petronella
 Student Personnel Services - Interpreters.....Jamie Forman
 Student Services.....Diana Cannone
 Theatre & Dance.....Charles Albano
 Unattached Administrative Assistants/Technical Assistants.....
Pam Vazquez

AFA COMMITTEES:

Constitution/Bylaws.....Chair: Arthur Friedman
 Members: Gerald Scharfman, Philip Pecorino
 Elections/Qualifications.....Chair: Rose Tavitian
 Members: Chris Enright, Rashied K. Sharrieff-Al-
 Bey, Philip Pecorino
 Grievance.....Chair: Garry Ouellette
 Political Action....Co-Chairs: Garry Ouellette/Gerald Scharfman
 Health & Safety.....Chair: Ken Bellafiore
 Members: Chris Enright, Faiza Shah, Gail Sobel,
 Mary Ann Hellmer-Saul, Mary Bagnasco, Pam
 Vazquez, Robert Femminella, Susan Mitchell
 Retirement.....Chair: Margaret Renner
 Scholarship and Grants.....
 Members: Bonnie Fachler, Jim Hoyt, Karin Falcone

Administrative Assistant - Felicia Blackman

Vanguard Editor - Paul Guadagnino
 Vanguard Preproduction - Grace Schneider

From the President's Desk



Stefan Krompfer

NCC's Life Is On The Line

On Wednesday, August 3rd, 2016, a panel presentation was held consisting of Middle States Commission on Higher Education Commissioner Colonel Gerald C. Kobylski, Ph.D., P.E.; Middle States Commission on Higher Education Vice President Christy L. Faison, Ed.D.; and Assistant Provost for Assessment and Community College Education, Office of Academic Affairs Deborah L. Moeckel, Ph.D. The panel presentation was held on the eleventh floor of the tower and was attended by approximately 25 faculty members. Early on, Colonel Kobylski stated that the commission had an extended debate in June 2017 as to whether or not to issue NCC a Show Cause pronouncement. This would have led to requiring the college to issue a report making a case as to why it should not lose its accreditation. The tone and substance of his statement sobered us all. Ultimately, the commission decided to put NCC on probation, which of course gave us the ability to retain our accreditation while we worked to come into compliance.

The three panel members, directly and indirectly, made the point in no uncertain terms that NCC will lose accreditation if all of the seven failed standards are not brought into compliance within the time frame (two years) the commission has set. Those who believe anything less will happen are misguided.

Pathway To Resurrection and Growth

Towards the end of the August 3rd meeting, I stated my view: *"Bringing NCC into compliance will require the leaders of the various stakeholder groups on campus to work together in good faith to find the solutions that will bring NCC into compliance. Constructive principled compromise must be the order of the day. It has been my experience that very often this kind of*

...continued on page 3

...continued from page 2

good faith interaction often leads to win-win results that serve all constituents well.

Of utmost importance, all parties must go into the process understanding that our new permanent president, Dr. Hubert Keen, will have to make decisions for the good of the college when the leaders of the constituent groups cannot reach consensus.” Dr. Faison stated that she couldn’t have said it better herself.

Over the past ten months, as a contributing member of the Governance Review Task Force, I watched, witnessed, and participated with Task Force members representing the Academic Senate, NCCFT, Administration, student body, AFA, and the academic department chairs working as I suggested in the preceding paragraph. It has been, and continues to be, nothing short of amazing to be a part of this group who listened intently, considered all points of views/argument - especially from those who took adversarial positions - and communicated in a professional/respectful manner as we worked and continue to work to revise the Academic Senate’s Bylaws so they would comply with SUNY’s Codes/Regulations, NYS Education Law, and Middle States’ requirements as presented both in writing and verbally to the college.

On May 11th, the revised bylaws were presented to the full-time faculty and the administration for a vote. The Academic Senates’ current bylaws require a 2/3 vote for proposed amendments to take effect. 57% of those who voted cast a vote in favor of the amended bylaws, **thus the current bylaws that require change if NCC is to become compliant with Middle States requirements remain in place.**

BOT Takes Unilateral Action, the NCCFT Questions It

Because the Middle State’s September 15th deadline for NCC’s next report precluded another full-time faculty vote, NCC’s Board of Trustees, believing that they had no choice, passed the resolution below:

“AND BE IT FURTHER RESOLVED THAT UPON IDENTIFYING BEST PRACTICES IN SHARED GOVERNANCE, THE PRESIDENT SHALL ESTABLISH A SYSTEM OF INTERNAL

...continued on page 4

...continued from page 3

GOVERNANCE ENSURING FACULTY PARTICIPATION IN GOVERNANCE REQUIRED BY 8 NYCCR 605.1 THAT SHALL FULLY COMPORT WITH THE AFOREMENTIONED MIDDLE STATES COMMISSION'S STANDARDS 4 AND 5"

The question of whether or not the BOT has the right to take this action was questioned by the NCCFT for whom this is a contractual matter. The college and the NCCFT agreed to submit this question to binding arbitration. The arbitrator decided on August 30th, 2017 to allow the *"proposed bylaws prepared by the President and the Governance Review Task Force dated August 11, 2017 to be implemented. It is so ordered."*

To Those With Concerns

To those of you who are concerned that the revised bylaws will impede our ability to bring to our students the high quality/meaningful education they deserve, **please know that the revised bylaws are not cast in stone. The arbitrator's decision is situation-specific and does not rule on changing the process by which the Academic Senate bylaws are changed. They can be adjusted and changed via the same process that has been in place since the inception of the Academic Senate.** Additionally, we have the right through a variety of pronouncements and actions to put our top administrators, the BOT, and all others on notice when we are displeased with their actions.

I Support the Adoption of the Revised Bylaws

I stand firmly behind the hard choices that were made which resulted in the revised Academic Senate bylaws. These bylaws bring NCC closer to compliance with SUNY's Codes/Regulations, NYS Education Law, and full compliance with Middle States accreditation requirements.

Stefan Krompfer
President
Adjunct Faculty Association

Message from the Vice-President



Scott Stark

Welcome back for the 2017-2018 Academic Year. A new year brings with it exciting new opportunities as well as challenges. We are not out of the Middle States ‘Tunnel,’ but I can confidently say that we see the light at the end of it. President Krompfer has eloquently addressed the topic in his column.

The Middle States Standards for Accreditation and Requirements of Affiliation call for “student learning experiences that are designed, delivered, and assessed by faculty (full-time or part-time) and/or other appropriate professionals who are: ... reviewed regularly and equitably based on written, disseminated, clear, and fair criteria, expectations, policies, and procedures.” I would not be surprised to see more observations of all faculty as we move forwards. Our collective bargaining agreement states that the purpose of the observation is “to improve instruction” of the adjunct faculty member.

Observations should be a collaborative process used to improve instruction at Nassau Community College. Unfortunately, at times, it turns into an adversarial process. If you feel that your observation is being used for a purpose other than improvement of the instruction offered at Nassau Community College, you should contact your Department Representative immediately. As always, it is important to know your rights.

Any observation must be followed by a conference between the observed and their supervisor within ten days of the observation. After that conference, they must supply you with a written Report of Observation. You are required to sign and return a copy which will be placed in your employment file. You are entitled to write a rebuttal to that report.

In the event that you receive an unsatisfactory evaluation following your observation, the supervisor “shall make every effort” to assist you in improving your instruction and to “correct the deficiencies noted in the observation report.” If you do receive an unsatisfactory observation report it is imperative that you contact your Department Representative as soon as possible so that your rights as spelled out in our labor contract are protected and maintained.

It is my hope that the corrections offered by the supervisor lead to subsequent observations that

...continued on page 6

...continued from page 5

are satisfactory (or better). In the unfortunate event that an AFA member receives a second unsatisfactory observation, there is a strict process that the college must follow involving a neutral party observing the faculty member during a subsequent observation. If you find yourself in this unfortunate situation, the AFA will be there, at your side, to guarantee that your rights are protected.

It is my strong belief that observation and reflection are critical components of our jobs. It is our professional responsibility to continually strive to improve the services we deliver to the students of Nassau Community College. This is an important way, when exercised properly, that we can return to, and surpass, the heights we once attained as an institution. A classroom observation should be a positive and supportive experience for faculty. The purpose of the classroom observation is to observe instruction, provide suggestions to improve instructional strategies and/or professional interaction, and share the observation with faculty to enhance teaching and learning.

As always, if you have any questions, comments, or concerns, please email me at scottstark27@gmail.com or call 516-859-0250.

Best wishes on a successful academic year!

Scott Stark
Vice-President
Adjunct Faculty Association

Member Recruitment

The AFA wants you! Please consider joining with a thousand of your colleagues in becoming an AFA member by visiting our website at: <http://www.myafaonline.org/#!/membership-application/o4b1h>

Fall 2017 Paydates

9/25/17, 10/9/2017, 10/23/17, 11/6/17, 11/20/17, 12/4/17, 12/18/17

In order to receive 7 checks, completed contracts must be received by our office and entered into Banner by Friday September 1, 2017 at 2:00 pm. Any contracts processed after that may result in payment of 6 checks commencing on October 9th, 2017.

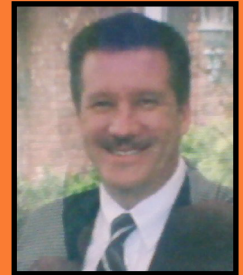
The Inside Scoop

All too often, the plight of part-time students goes unnoticed. In preparing this article, it brought me back to my own experiences during the years that I attended college as a part-time student. Soon after entering college, I began working full-time. Upon graduating NCC, I added an adjunct position to my employment. Finding time to be a dwindling commodity, I put the continuation of my education on hold. After several years, I returned to college realizing that furthering my education was important. It was a very difficult time because now in addition to being employed full-time and adjunct, I had just gotten married and was living in Bay Ridge. I was attending college as a part-time evening student. My days began at 6:00 am and concluded at 11 pm. I had a goal to finish college with a 4.0 GPA. This goal was seemingly unrealistic. The greatest challenge was in my final year, when my father became gravely ill and spent much time in the hospital. I still vividly recall racing from my graduation to the hospital adorned in my cap and gown, holding the temporary diploma and telling my father that I achieved my goal of a 4.0 GPA. The expression on his face said far more than the words he could no longer

speak.

My own experience is not unique from other part-time students. I eagerly await each year to attend our scholarship program to listen to the inspiring and touching stories of our award recipients. They too have faced the reality of getting an education while tending to family, work, and other responsibilities. Likewise, some have also dealt with personal illnesses and those of family members. All of these fine men and women set goals in their lives and persevered to attain them. As they travelled up the mountain, they continued to climb even when they confronted obstacles. Moreover, when they reached the safety of a plateau, they did not rest but continued their journey to the goal that they envisioned from the onset. Each year, their stories inspire us all to never give up. They stand before us as living proof that the human spirit and drive can overcome all obstacles.

As the result of a number of inquiries that I received from members of the faculty, we have developed an AFA donations



Richard D. Erben

...continued on page 8

...continued from page 7

The Inside Scoop

page where individuals can donate to a specific scholarship or make a general donation. The generosity of our members will help us to enhance and expand our scholarship offerings. The AFA scholarships have always and continue to be self-administrated. Donations can be made for a one-time donation or you can easily set up ongoing automatic donations. Our donation page is located at: <http://www.myafaonline.org/>

scholarship-donations. Oftentimes, we do not realize the ways in which we touch the lives of individuals, but our greatest reward is knowing that we have done something to make the world a better place to live.

To make a donation to the AFA scholarship fund click here: <http://www.myafaonline.org/scholarship-donations>

Richard D. Erben
Chief Information Officer
Adjunct Faculty Association

To watch a short video on the AFA Scholarship program please click:
<https://www.youtube.com/watch?v=CSHxGw48GzI&t=4s>

AFA Meeting Dates

September 9th, 2017: AFA Executive Board Mtg. 8:30AM NCC Cluster C-2073

October 7th, 2017: AFA General Membership Mtg. 8:30AM, New Faculty Orientation, 11:00 am CCB MPR

October 21st, 2017: AFA Executive Board and Representative Assembly Mtg. 8:30 AM Greenvale Townhouse Diner

November 4th, 2017: AFA Executive Board Mtg. 8:30AM NCC Cluster C-2073

December 2nd, 2017: AFA Executive Board Mtg. 8:30AM NCC Cluster C-2073

AFA Scholarship Awards Honor NCC's Brightest Part-Time Students

By Karin Falcone

The Adjunct Faculty Association at Nassau Community College recently awarded \$17,000 in scholarships to eight deserving part-time students at a ceremony in the Life Sciences building.

The honorees spoke highly of their experiences at Nassau Community College, citing its affordability, convenience, range of programs, and quality of education. "Some of the best professors I have had here have been adjunct professors," said Marie Fleury-Teape, a scholarship winner with a 4.0 GPA planning a career as a Physician Assistant. *"This was a very nice way to recognize all those who have worked so hard to excel academically. It is much appreciated."*

Winner of the \$5,000 Second Chance Scholarship, Roosevelt Morring, a veteran, will be heading to LIU Post to study food and nutrition, to help others like himself with diabetes, which caused his vision loss. *"One of my first required classes here at Nassau was a cooking class. We wondered, 'How is a blind man go-*



Pictured left to right:

Roosevelt Morring
Karin Falcone
Marie Fleury-Teape
Jim Hoyt
Bonnie Fachler
Decia Roach

...continued on page 10

...continued from page 9

ing to function in a kitchen?’ But several remarkable support staff members came up with solutions. Now I am graduating... I am very excited to be recognized by the Adjunct Faculty Association and being awarded a scholarship will greatly reduce the financial burden of transferring to a four year school.”

AFA President Stefan Kromprier’s opening remarks included his own experience as a student at NCC during the first years of the college’s existence. When financial troubles prevented him from returning one semester, a concerned basketball coach was able to raise the funds for him to return. *“I don’t know where I would be without that now.”*

Winner Decia Roach reflected that sentiment. *“My husband and I share one car. He pulls into the driveway after working a double and I take the car to come to the college. I am so grateful for this scholarship.”* Decia, with a 4.0 GPA, also served as President of the Multi Cultural Club and is pursuing her dream of becoming a teacher. *“As a non-traditional student and a mother of two, there is always a concern that there won’t be money to continue my education. This scholarship brings me closer to my dream of be-*

Positive Press for NCC

The AFA Scholarship Awards were highlighted in *Able, The Newspaper Positively For By and About People With Disabilities*, Volume 27, Issue Number 2.

Adjunct Faculty Association Awards \$5,000 Scholarship



Roosevelt Morring, left, accepts Second Chance Scholarship from AFA Scholarship Committee members Bonnie Fachler and James Hoyt.

By Karin Falcone

The Adjunct Faculty Association (AFA) at Nassau Community College (NCC) recently awarded the \$5000 Second Chance Scholarship to graduating student Roosevelt Morring. Morring, a blind veteran, will be heading to LIU Post to study food and nutrition, to help others like himself with diabetes, which caused his vision loss. His plan is to enroll in both the Registered Dietician and Certified Diabetes Educator programs.

“I am very excited to be recognized by the Adjunct Faculty Association and being awarded a scholarship will greatly reduce the financial burden of transferring to a four year school.

“Having lost my vision due

to complications from adult onset diabetes, I have made it my mission to educate people about their nutritional needs and how bad eating habits can adversely affect them.”

Morring completed an internship at the Veterans’ Administration Hospital in Northport in the Dietary Management Department. While at NCC, Morring was a member of Phi Theta Kappa honor society and the Honors Program, and served as an officer of the Veterans’ Club. Morring was a soldier in the United States Army from 1986 through 1993 and again from 2008 through 2012.

The AFA represents more than 3000 part-time faculty, teaching nearly half of all courses at NCC.

...continued on page 11

...continued from page 10

coming a teacher.”

The other 5 winners are Catherine Hernandez, Cania Russel, Ivy Vasquez, Lizbeth Fernandez, and Natasha Gibson.

The AFA Scholarship Com-



mittee members represent the wide range of programs and services at NCC: James Hoyt, Student Personnel Services, Bonnie Fachler, Physical Therapy Assistant program, Karin Falcone, English Department, and Scott Stark, Math Department.

The AFA is the Adjunct Faculty Association at Nassau Community College, representing over 3,000 part-time Faculty, teaching nearly half of all courses at NCC.

Nassau Community College is the largest single campus college in New York State with over 22,000 students.

NYSTRS NEWS:

Consensus Achieved

It is a rare occasion when consensus (a general opinion) is achieved, and those who attended the NYSTRS seminar experienced one of those rare moments on Thursday, May 11, 2017. The participants, who experienced the entire presentation, concluded that the presentation given by Donna Bullinger was indeed well-planned, informative, and interesting. The participants used terms such as: “clear,” “concise,” and “organized.” Another comment voiced by many members was, *“I learned something new even though I have seen and heard similar presentations.”*



However, I did receive a very insightful reply from a member with a minority opinion. The person cited the fact that the presenter did not address the adjunct audience but seemed to gear her presentation for the full-time faculty. Given the fact that Donna usually presents for school districts, it is reasonable to

assume that perhaps she articulated the full-time/school year terminology more often than our academic references.

It should be noted that Donna volunteered to present when other presenters were unavailable. She did reference her usual posture in her introduction. She had little time to adjust to her new audience before her presentation. (I received the information that she would be our presenter on April 17th, 2017.)

I might note that she responded well to all inquiries. For example, she explained the changes in appropriating service credit for adjuncts, and noted that not all colleges used the same formula for reporting because of their academic structures.

Donna concluded her presentation and then conducted a stimulating Q&A session, which delighted the participants. She also pro-

...continued on page 13

...continued from page 12

vided contact information and some literature for general inquiries, but she suggested that a member should call for an appointment before considering retiring. She cited several examples to illustrate how members often needed additional information before retiring. We both agreed that each retirement has special features that need to be visited, explained, and addressed.

As she prepared to leave several participants, she asked me if she would return next year. I explained that it is difficult to plan a seminar too far in advance. I shared my own experience of scheduling our NCC/NYSTRS seminar in January, and I experienced several changes before the end of April. Winnie Nelson retired, and Maggie Putnam, her replacement, was promoted and was unable to fulfill her commitment. During this period of uncertainty, Donna volunteered to “save the day.” I appreciated her gesture, and I would welcome her back.

To add to the imagery of the seminar, I asked James Mulvey, an AFA member, to commemorate the event by taking a photo. In the photo, Donna Bullinger (NYSTRS) and Peg Renner, representing the AFA/NCCFT co-sponsorship, are holding a poster. The poster identifies the event; it was gift from a student who was interested in knowing how the union provides for its members. Who knows? Perhaps someday he may become a union leader.

Submitted by

Margaret A. Renner, Ph.D.

AFA/NYSTRS/NYSERS Representative

Nassau Community College

One Education Drive

Garden City, NY