

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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EXCELLENCE IN ADJUNCT TEACHING**
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From the President's Desk



Stefan Krompfer

Quite frankly, I am having great difficulty choosing a topic for this month's column. I would have liked to have been able to respond to the many questions I have received regarding the impact of declining enrollment, the college's budget deficit, and the plan for the Fall 2021 semester regarding the modality of teaching/learning: face-to-face, remote, hybrid, online and A/B days, but I cannot because I have seen no directives that are cast in stone that speak to those issues. The same is true when it comes to a plan to protect the health and safety of those already on campus and those returning to campus. It is my belief that the particulars of both plans are in flux because the decision makers are waiting for direction from SUNY.

As you probably know, the college has contracted with Vision Point Marketing, a full-service marketing company. Their primary goal is to increase enrollment. On March 8th, I and others attended one of a series of virtual meetings characterized as a listening tour that Vision Point held to learn about NCC strengths, weaknesses, opportunities, and threats. In an effort to speed up the listening process and to fast track a promotion plan for the Fall 2021 semester, I sent Vision Point the follow up information that appears below.

TARGET MARKETS

Primary Target Markets

Transfer Minded High School Students and Their Parents – “Because I chose Nassau Community College, Columbia University Chose Me” This is the market segment where fewer students are choosing NCC as compared to seven years ago. Suffolk County Community College's enrollment decline is much lower than ours. Their video (see ** SCCC Messaging below) featuring alumni wearing sweatshirts with the names of the colleges they have transferred to has been very effective for them.

Career Minded High School Students and Their Parents – “Because I chose Nassau Community College's Culinary Arts Program, I am now the Executive Chef at the **** Restaurant in Dix Hills.”

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NCC remains a hidden gem for terminal degree seekers as well as job seekers who would find our certificate programs very attractive. A few of the very many programs that fall into this category are as follows:

Our firefighters play a critical role in Nassau County. Our **Fire Science program** prepares students for employment in the fire service field and yet is without the robust marketing to target this population. Furthermore, the **Emergency Management program** prepares students for transfer to a four-year degree program or an opportunity for employment in the Emergency Management field. Our **Art Department** offers a Graphic Design and Digital Media degree. The **Criminal Justice Department** provides students with a broad liberal arts education coupled with training and internships in the criminal justice system with those within the profession.

Our **Music Department** has successfully offered Studio Recording Technology. The **Communications Department** teaches media courses in the campus TV Studio and Radio Production Lab. Many of our alumni are currently featured on News 12. However, the campus TV studio remains unknown to the public. Our **Hospitality & Business Departments** prepare students for professional and middle management positions in various areas of the hotel industry. Restaurant Management courses help students find employment as food and beverage managers, food service directors, and banquet and catering managers.

SECONDARY TARGET MARKET

Careers Changers – “Unhappy at Work? Prepare for a satisfying well-paying career at Nassau Community College, Choose from 62 Degree Programs, 20 Certificate Programs”

TERTIARY/NICHE TARGET MARKETS

Traveling Athletic Teams, Competitive Cheerleading Teams, Competitive Dance Teams, High School Drama Clubs, High School Athletes, Future Firefighters, Future Policemen/Women, Companies seeking to outsource Training

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Messaging Substance and Form

Targets must be messaged in ways that will get their attention, create interest, and then move them to contact NCC for further information and/or to make application for admission. Nassau Community College Messaging must speak to their needs, wants, hopes, and desires. Messages must be presented in language that prospective students and/or their parents can relate to such as:

- o Flexible Scheduling coupled with Face-to-Face, Online, Remote and Hybrid Teaching/Learning Modes enable you to take classes where you want, on or off campus, and on days and times that suit your home and work life.
- o Very Affordable Tuition that will save you tens of thousands of dollars and possibly more. With financial aid, some students pay nothing. You will graduate without the strangling debt that plagues so many college graduates.
- o Career Direction, Career Satisfaction enables you to determine the well-paying satisfying career that will make work something you want to do, not something you have to do. By choosing NCC to start your college education you learn what you want your life's work to be and then transfer to a four-year college that will best prepare you for that career.
- o An Award-Winning Scholarly Faculty who love teaching, many of whom work or worked in fields related to the courses they teach i.e.: judges, lawyers, published writers, performing artists, medical doctors, nurses, chiropractors, fire fighters, law enforcement officers, restaurateurs, chefs, Olympic medal winners, FBI special agents, educators – school district superintendents, public school principals, department chairs, guidance counselors, teachers, administrators, etc. A robust college life where you will enjoy exciting activities while making new friends that will last a lifetime.
- o A high-quality Honors Program that facilitates transfer to the most competitive colleges and positions students to be courted by high quality companies. All honors courses are denoted as such on student's official transcript. Students can earn the official Honors designation when they graduate.

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- Support Services – departmental help centers, Career Counseling, Developmental Courses, Peer Tutoring, Library, etc.

Videos

Create a full-length video that will appear on our website, at open houses, college orientations, etc. and mini videos that will appear on digital/social media platforms such as TikTok, YouTube, Instagram, Spotify, Facebook, (whatever platform that is in vogue at the time) that will dramatize, at times with humor, messaging that will move prospective students to enroll at NCC: i.e.

- A dingy looking, young couple dressed in rags are fighting while they are on the street panhandling for money. They are wearing sweatshirts with holes in them that say “Money Sucking University, In Debt to MSU \$50,000.” A cool looking, smartly dressed young couple get out of a limo. They give the destitute couple money- lots of it. They look at each other and say,

FEMALE – “Ya know we were really smart to choose Nassau Community College when we started college.”

MALE – “I am so proud that we went there.”

FEMALE – “SO AM I.”

These words appear on the screen, “Looking For A College That Will Get You Where You Want to Go without going broke? Be Smart Choose Nassau Community College.” NCC’s WEBSITE AND PHONE NUMBER APPEAR AS WELL.

College/Campus Life

There is a strong correlation between College/Campus life, recruitment, and retention. NCC needs to offer more opportunities for students to “hang out” with each other, to make friends, and to simply have fun. We have a College Union that contains four pool tables, one ping pong table, and a single foosball; totally inadequate. There are tables with few seats where students can “hang out” in the classroom buildings; again, inadequate.

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It would not take much to convert the main floor in the CCB building into sort of a meeting place. At one end of the floor there is a Starbucks Coffee; just one floor down, there is a food court dining area. It would not cost much to add some comfortable chairs, sofas, large screen TVs and decorate the area so it is inviting to students who want to hang out with friends.

On Tuesdays and Thursdays from 11:30AM to 1PM only a very few classes are scheduled. Many students hang out in their cars waiting to go to their 1PM and many just go home. During the fall and spring semesters, when the weather is warm, performing arts students or outside bands and singers should be provided on the plaza between the clusters and tower. Entertainment from our performing arts students and/or outside bands and singers, etc., and student-centered contests such as: a he-man/he woman contest, battle of the bands, a toilet paper mummy contest, etc. would create excitement and draw students. Simple lunches would be provided. There is a strong correlation between College/Campus life, recruitment, and retention.

School District Engagement Programs

These programs will bring students (Middle School through High School), teachers, administrators, and guidance counselors from feeder school districts for educational programs that will enable our faculty, students, administration, and alumni to interact with potential students and those who influence their college choices. On way to accomplish this is through NCC sponsored competitions that start at the school district level and culminate at NCC that relate to courses taught in Nassau County High Schools and tie into NCC programs such as *Solve the Mystery* - Forensic Science, *Create a Business* – Entrepreneurship, *Design an Outfit* – Fashion Design, a public speaking competition, a slam poetry competition, etc. The opportunities for these kinds of activities/competitions are endless.

Spotlight Successful Graduates

Actor Writer Comedy Billy Crystal, Actor Writer Comedy Eddie Murphy, NHL Vice President in charge of Human Relations Patrice Distler, Former TV News anchor Carol Silva, Former Congressman and CNN/MSNBC Contributor Steve Israel– (there are clips of Congressman Israel ushering former president Obama into the House Chamber just before he was to give his last State of the Union address,) Brian Baldinger - NCC Alumnus, Transfer to Duke University, NFL Player, NFL Network Analyst, Vougan Orounjou – current

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NCC wrestling coach and Olympic Medal Winner, John Durso – Union President and BOT Member, George Siberon BOT Members and President of the Hempstead Hispanic Civic Association, Dennis Dunne – Alumnus who attributes much of his early success as an elected public official to the start he got at NCC. The key here is to highlight NCC graduates who prospective students and their parents can identify with, not just celebrities.

Performance Benchmarks Will Work And Save Time

There are a plethora of relevant performance benchmarks that you, Vision Point, have established at the community colleges and four-year colleges/universities that you have worked with over the years. These PBM will enhance the effectiveness of our website, open house presentations, pamphlets, campus signage, internal messaging, brand positioning/repositioning, etc. that will result in positive and fast solutions to the problems that have led to our devastating decrease in enrollment.

Learn From The Dolan Report

By way of a contract executed with the College on October 14, 2020, Doctor Thomas Dolan, former Superintendent of Great Neck Schools, Acting Superintendent of the Locust Valley School District and Acting President of Nassau Community College was asked to gather information regarding the factors that affect the number of students from their districts who enroll at Nassau Community College. This was done via a dialogue with the Nassau County School District Superintendents. Doctor Dolan was tasked with the following;

- 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

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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, as well as 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.
- 7.) Identify 10 high schools willing to embark upon a dual Enrolment program with NCC, commencing in fall of 2021, further identifying the courses the school would like to offer and the contact person at the District who can implement such a program.

**** SCC Messaging**

- a. 28 second TV spot CNN, News 12
 1. Career Preparation – Successful Alumni- Nuclear Engineer Brookhaven Labs (STEM Courses, Small Classes where he could interact with his professors)
 2. First Choice College – “Making Suffolk Your First Choice With A Decision that is Second to None”
 3. Find Your Path Forward
 4. The Current Health Crisis Does Not Have to Stop You From Achieving Your Educational Goal
 - a. At SUNY Suffolk We Can Help You Take Back Control of Your Life
 - b. Earn a degree or certificate in your own backyard.
 - c. Staying at Home has Never been Smarter

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- d. Back on Track Summer Classes at Suffolk, Be Sure You Stay on Track
Fall Classes at Suffolk with affordable traditional and online courses
- e. Call to Action – Register for Classes Today
- f. Visuals
- i. Full Range of Online Courses
- ii. Scholarships
- iii. Personal Attention
- iv. Be inspired, Not in Debt

Stefan Krompfer
President
Adjunct Faculty Association

SUNY Chancellor's Awards

Congratulations to our
Chancellor's Award recipients for
Excellence in Adjunct Teaching:

Bob Femminella - Biology Department
James Polo - Sociology Department

Message from the Vice-President



Scott Stark

The summer sessions for 2021 will begin shortly. Contract signing will be digital once again. For the past few semesters, we have had some adjuncts who did not receive paychecks in a timely fashion. The vast majority of us did and I commend the Office of Labor Relations for processing many contracts in a short amount of time and minimizing these instances. It is my hope that the issues that have occurred with delayed payments are a thing of the past. To do our part, we must sign our contracts correctly. If you do not know how to sign your contract

electronically, please contact your department representative for assistance.

If your contract(s) are assigned via the online assignment process you must use Docu-Sign to provide your signature to the contract. This requirement applies to most classroom contracts and some non-classroom contracts. For the fillable .pdf contracts, which are mainly non-classroom positions, you need to follow the process that the college designates. There is a step-by-step video on the portal to aid you should you need assistance. Your department representative, as well as the members of the executive board are happy to assist you, as well. Below is a screenshot of my portal. I drew an arrow and highlighted the link to the video. Your portal may look different, but the link is in the “Important Documents” section which I circled.



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Message from the Vice-President



Scott Stark

Another extremely important note is that your assignment is not considered valid until the receipt of an approved, fully executed contract from the Office of Finance. Classroom faculty can check the progress of their contract in the portal. The college has assured me that they are working on this process for non-classroom faculty. At present, that system is not operational. If you have concerns about your contract, and, therefore, whether you will be paid in a timely fashion, you should follow up with the college. I would ask your chairperson. If you are unsatisfied with your chair's reply, then try your dean. If still unsatisfied, I recommend contacting Julio Izquierdo, Vice President of Finance at 516-572-7701.

If you have any questions or concerns regarding this, or any other issue, please feel free to email me at scottstark27@gmail.com or call 516-859-0250.

Scott Stark
Vice-President
Adjunct Faculty Association

Member Recruitment

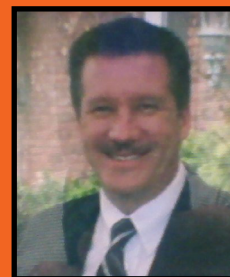
The AFA wants you! Please consider joining with over a thousand of your colleagues in becoming an AFA member by visiting our website at: <https://form.jotform.com/nccafa1/adjunct-faculty-association-at-nass>

The Inside Scoop

We recently received two excellent suggestions that we are in the process of implementing.

First, Charles Hicks of Chemistry suggested expanding our Adjunct Spotlight pieces so that they appear on our website and social media platforms. As you know, we periodically make a call for accomplishments and receive responses from our adjunct faculty. Ruth Silverman of Sociology is the feature writer and prepares the pieces with the assistance of the spotlighted faculty member. These features then appear in the Vanguard. As the calls note, submission of accomplishments is deemed to be implied consent for the articles to appear in the Vanguard and on our website. To date, we have not archived these faculty members on our website but we are in the process of doing so, on a special Adjunct Spotlight page. Moreover, we will be seeking the permission from past spotlighted individuals to have their pieces appear on our Facebook page. This will dramatically increase the visibility of our distinguished adjunct faculty as our social media reach is far. Our Facebook page, which can be accessed at: <https://www.facebook.com/myafaonline/timeline> has seen a rapidly growing interest and is followed by political leaders, unions, news agencies, and adjunct interest groups across our country. I invite you to like us and follow us. This further moves one of our objectives of six years ago to move our adjuncts out of the shadows of the college and shine a spotlight on all they have to offer NCC.

Secondly, Charlie Albano, Theatre/Dance Dept. Rep., suggested that we post professional career opportunities for our members. These are local educational opportunities in various school districts. I have already created a webpage on our website listing whatever opportunities have been forwarded to me. The page is restricted to our members only and will require the member password that was emailed to all our members.



Richard D. Erben

The Inside Scoop

The AFA, as with all unions, is its membership. Our membership is the heartbeat of our association. The input of our members is of the utmost importance and every comment and/or suggestion is seriously considered. These are two shining examples of the value of our members' ideas. Each and every one of you have an important stake in the AFA, because collectively, the AFA is you.



Richard D. Erben

Richard D. Erben
Chief Information Officer
Adjunct Faculty Association

Special Interest Article

A special thank you to Art Friedman, Library, for sharing a relevant article titled; “*Why it’s important to talk about the decline in community college enrollment nationwide.*” [Click here to read the story!](#)

Adjunct Spotlight

Jamie Graber



By Ruth Silverman

This month, I am pleased to spotlight Jamie Graber of the Math and Computer Science Department. Jamie is one of our distinguished adjuncts, having received the SUNY Chancellor's Award for Excellence in Adjunct Teaching in 2019. She has been an adjunct professor for 21 years.

Jamie always wanted to be a teacher and she always loved math. At SUNY Albany, she majored in math and business education. Upon graduation, she earned a Master's degree from Hofstra University. She began her teaching career as a middle school teacher but, after she had children, she chose to teach adjunct at Nassau Community College.

Jamie works with students in the developmental, non-credit math courses. She loves helping these students who often struggle with mathematics and teaches them strategies so that they can succeed.

Her method of teaching is very student-centered and less teacher-oriented. She combines traditional pedagogy with cooperative learning and group work. All work is done in random, collaborative groups where the students build a community and help each other. There are few lectures, which contrasts with traditional algebra and arithmetic classes. She provides the students with real life examples and the tools to solve real life math problems. These can range from home improvement projects, tuition increases, to population density. This kind of group, collaborative teaching is not for every student, but for many non-traditional students, this type of learning is new and exciting.

The fact that Jamie was nominated anonymously for the Chancellor's award is a testament to her effectiveness as a teacher. Jamie was the only female recipient of this inaugural award. It should be noted that she was also one of the first adjunct recipients of this award, as it was only recently that the Adjunct Faculty Association worked to have this award offered at Nassau Community College. The first awards were bestowed at NCC in 2018. The process requires nominees to submit a summary presentation of their accomplishments in the field of teaching, a curriculum vitae, scholarships and honors, and documentation of support which includes recommendations, observations, course evaluations from former students, previous grants and awards and samples of coursework.

The *Vanguard* is pleased to be able to highlight the accomplishments of our adjunct faculty members and to share these with our colleagues and the larger community.

Email from an AFA Member

The following email was sent by Adjunct Professor Philip Pecorino on Monday, April 12th, 2021.

All of my AFA Colleagues,

I thank my colleagues who have offered references in support of their claims and to assist the community in thinking about the lead question “Should Colleges Require COVID-19 vaccines?”

A number of public and private institutions in the region--Rutgers, Syracuse and Cornell--are initiating mandatory vaccination programs. Our colleagues at SUNY will be doing so for that fraction of their students currently in residence on campus before they depart at term's end: <https://www.suny.edu/suny-news/press-releases/4-21/4-6-21/>

Hence I would not be surprised if before late August 2021 some variant of a mandatory vaccination policy is introduced at SUNY. I've attached an issue brief from the American Council on Education on “Requiring (or Urging) Covid-Vaccinations” that summarizes a number of the salient legal and policy issues involved.

Here is a site regularly updated with a List of Colleges That Will Require Students to Be Vaccinated Against Covid-19: https://www.chronicle.com/blogs/live-coronavirus-updates/heres-a-list-of-colleges-that-will-require-students-to-be-vaccinated-against-covid-19?cid=gen_sign_in

As to rights there are claim rights, legal rights and moral rights. These vary with individuals, jurisdictions and ethical principles respectively. Anyone or

any group may claim the right to anything or any behavior. Such claims are not what legitimizes the claim.

As to whether something is a legal right in the USA the answer would rest on actual laws and if so previous enactments and current reality support the claim that there is no legal right to refuse to comply with a law and that would include a law requiring vaccinations (allowing for a few minor cases involving medical conditions and fewer still for religious reasons). This article is informative on the point of political discussions of vaccination mandates: Vaccine Mandates: The Next Political Battlefront https://www.inside-highered.com/news/2021/04/08/some-colleges-confront-political-headwinds-adopting-covid-vaccine-mandates?utm_source=Inside+Higher+Ed&utm_campaign=1f7d52159b-DNU_2021_COPY_03&utm_medium=email&utm_term=0_1fcb04421-1f7d52159b-197553709&mc_cid=1f7d52159b&mc_eid=4369845fc0

It has this passage:

Colleges have an established track record of requiring various vaccines for students to enroll or live on campus. But much of the legal -- and political -- debate over COVID-19 vaccine requirements centers on the fact that the three vaccines currently approved for use against COVID in the U.S. are approved through the Food and Drug Administration's emergency use authorization process rather than the standard drug approval process. The statute establishing the EUA process states that individuals receiving a drug ap-

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proved through the EUA process must be informed “of the option to accept or refuse administration of the product, of the consequences, if any, of refusing administration of the product, and of the alternatives to the product that are available and of their benefits and risks.” It’s possible, although not certain, that at least one of the three EUA-authorized vaccines will have received authorization through the FDA’s normal approval process by the fall.

I respect those who assert that they have rights and in particular want to defend their freedoms. I respect them enough not to insult them with disparaging characterizations and instead invite dialogue as to ascertain exactly the basis for the claims of rights and freedoms they believe they have and pertain to whatever the current situation may be.

We celebrate our freedoms under our Constitution and in particular the freedoms of religion, speech, press and assembly. But each and every one of these is not without restrictions. Freedom of Religion does not extend to certain rituals of live animal sacrifices nor inflicting harm on children. Freedom of speech does not extend to such situations as shouting “fire” in a crowded theater when there is no such condition or to inciting riots. Freedom of the press does not extend to publishing information of assistance to the enemies of our nation, particularly in wartime. Freedom of assembly does not extend to anytime and in any location. All of this is well established in Supreme Court decisions.

It is generally understood that the freedom of individuals does not extend to their causing harm to others. Among those thinkers who influenced the framers of our Constitution was John Locke who as a fierce libertarian argued that government should not restrict individual freedom for the sake of benefiting the individual whose actions are restricted by law but could do

so to prevent harm to others. A case to consider is that laws were enacted restricting when and where people may smoke tobacco products after it was established the harm to others from “second hand smoke”.

Will there be a requirement for vaccination vs Covid-19 to attend NCC or even to be present on campus? Time will tell.

Will such a requirement be legal? Time will tell but chances are extremely high that such requirements would not be imposed if due diligence in determining its legality did not clearly and convincingly indicate that such impositions would be upheld as legal. The governing case may well be *HENNING JACOBSON, Plff. in Err., v. COMMONWEALTH OF MASSACHUSETTS*. No. 70. Argued December 6, 1904. Decided February 20, 1905 by the US Supreme Court <https://www.law.cornell.edu/supremecourt/text/197/11>

Lawyers may bring suits, and likely be paid by someone for doing so, but usually the Supreme Court Decisions are taken as final.

As to whether or not the MRNA vaccine vs COVID-19 is different enough from previous cases so as to warrant an exception to previous legal decisions as to the authority of the states to impose such vaccination requirements that is likely to be adjudicated in courts and rest upon a great deal of scientific research and information from medical practice.

Will such requirements be an infringement on the rights of some people? Chances are extremely high that some will believe that it is so and perhaps even act on such belief, regardless of its standing in law

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or moral theory. Believing something exists is usually not sufficient to prove that it is or to make it so.

Believing the vaccinations are dangerous to one's life or health or beliefs or rights might lead to actions involving avoiding the vaccinations and in turn avoiding all that such vaccinations were mandated for doing or places to be frequenting. Such a path affirms one's right to decide for oneself. It does not extend to actions proven to be harmful to others. The right to harm others is just about one of the few thought to be not recognized or granted by all civilizations and human groups.

None of this consideration of what might happen and its legality and even of rights touches on the question

of what "should" be done but on the legality of options. If there is consideration for the moral aspects of the question I suggest that for most persons it would most likely be based on the idea of avoiding harms. Harms to the physical existence of human persons and their health are easier to determine than are harms to beliefs.

Philip A. Pecorino, Ph.D.
Adjunct Professor, Philosophy,
Nassau County Community College, SUNY

