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VANGUARD

Official Newsletter of the Adjunct Faculty Association at Nassau Community College

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FALL 2015 ADJUNCT

PAYROLL UPDATES

PAYCHECK DATES, PAY RATES

AFA News Section

INCREASED MEMBERSHIP

UP NEARLY THIRTY PERCENT

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AFA GRANT RECIPIENT REPORT

TACTYC CONFERENCE

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ADJUNCT
AFA
FACULTY
ASSOCIATION

From the President's Desk

Below is the list of objectives that Scott Stark and I promised to implement if elected to the positions of AFA President and Vice President. Beneath each of those objectives is a report on the progress we, the Executive Board, your Representative Assembly and a host of volunteers have made in accomplishing those objectives. As you can see, it is truly "A New Day, A New Way."



Stefan Krompfer

OBJECTIVES/ACTION PLAN:

1. Re-unify the AFA

- Build AFA Membership and Commitment
- Convince Agency Fee payers to join and support the AFA
- Demonstrate to membership, particularly the disenchanted, that Leadership is working in their best interests

Our membership has increased by 27% and is currently at 1079 members. Two hundred and twenty nine adjuncts who were agency fee payers on January 1, 2015 are now AFA members. Many seasoned adjuncts who never joined the AFA or left the AFA because they became disenchanted are now members.

2. Secure a Fair and Reasonable Contract

- Continue the current course assignment, seniority system, academic rank system and grievance procedures as prescribed in our present contract
- Achieve wage increases that reflect the collective brilliance of our Adjunct community
- Continue other aspects of our current contract such as the excellence in education increase, release time compensation, substitute pay, check off system, etc.

In one night of good faith negotiations, your negotiating team re-established a contract that no longer existed, preserving all the rights encapsulated in the previous contract such as the course assignment process, seniority system, academic rank system, grievance procedures, release time compensation, substitute pay, and the check off system. The Excellence in Education provision was continued, and a 2.25% increase for the academic years beginning with the 2014/2015 school year through the 2017/2018 school year was secured. In addition, we secured stipulations guaranteeing 202.25 hours during the fall semester and 195.25 hours during the spring semester for the Adjunct Technical Assistants working in the Writing Center. Likewise, the Nursing adjunct faculty will now receive the same compensation that is currently paid to the full-time nurses for pre-hospital work.

3. Improve Communications

- The lack of civility in the content and tone of much *Vanguard* and other AFA communications MUST STOP

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From the President's Desk

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- Create interactive channels of communication using digital media
- Establish a “Letters to the Editor” section of the *Vanguard* and a question and answer page on the AFA Website
- Create an official AFA email group so members can voice their concerns and receive answers to their questions in a timely manner
- Use social media to communicate our good works to the general public and our membership for the purpose of building and supporting the AFA

In order to be able to actively return our union to its members, it became necessary to give open access to important union documents, Minutes and information. Moreover, we had to give our members the ability to post their ideas and concerns in a fashion that is void of moderation. Hence, the creation of our new interactive website, myafaonline.org. In addition, it was necessary to change the focus of the *Vanguard* from a singular viewpoint document to one that is utilized for informational purposes, adjunct highlights and open to Letters to the Editor. Finally, our members’ being able to reach officers 7 days a week was of paramount importance. The President’s Hotline was formed, giving members direct access to the President 7 days a week. The AFA office for the first time in its history has regular office hours, and our email network is monitored 7 days a week to field concerns as they come to our attention.

4. The AFA Constitution and Bylaws

- Through the amendment process, make the changes needed so that all active members are eligible to run for office and vote in elections
- Make the AFA Constitution, Bylaws and current contract available to all members through the AFA Website

The Constitution and Bylaws Revision Committee has completed its meticulous review and analysis of our constitution. The great work of committee members Philip Pecorino, Jerome Scharfman and Scott Stark led by Chairperson Arthur Friedman has reaffirmed and enhanced my appreciation of the collective brilliance of not only this group of esteemed adjuncts but of all NCC adjuncts.

The ten-page document the committee produced suggesting changes to whole articles and sections in the constitution is brilliant in both form and substance. On July 18, 2015, the committee began presentation and explanation of their suggested changes to your Executive Board. During this four-hour meeting, two pages were presented, explained and adjusted. The purpose of this meeting and those to follow is to construct a final document that will be presented to you, the membership, for final approval. A second presentation to the Executive Board was made on September 12th. At this meeting, three more pages were presented, reviewed and adjusted.

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From the President's Desk

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5. Build Relationships with Stakeholders

- In an effort to avoid conflicts and when necessary to resolve such conflicts, establish positive relationships with NCCFT, College Administrators, the BOT, and Elected Officials
- Meet regularly with the NCCFT President, NCC College President, the NCC Board of Trustees and Chairpersons in an effort to find ways to work together for the betterment of all NCC faculty members.

Over the past eight months, your President has met regularly and as needed with all of the above. These meetings have worked to avoid many conflicts and grievances that might have arisen and were instrumental in the productive negotiation of our contract. The relationships built early on were particularly helpful when Nassau County mistakenly took out too much federal withholding from Summer Session 1 paychecks. Immediate communication between the association, the college and the county resulted in a three-pronged solution that worked for most, if not all, of the adjuncts affected.

Regular monthly meetings with Interim President Dolan are scheduled. Scott Stark, Richard Erben, Barbara Gregorio, Garry Ouellette and I will represent your interests at these meetings.

6. Ascertain our Financial Position and Review Officers' Salaries

- Have the Executive Board review compensation to maintain or adjust salaries so that they represent the efforts and expertise of those who receive monetary compensation for their work
- The Executive Board will continuously review the finances to assure an adequate cost/benefit relationship of the expenditures that are being made
- Make financial statements available to members in a timely manner

For the first time to our knowledge, an operating budget was prepared and is guiding spending. Officers' salaries were adjusted and voted upon by the Executive Board. The President's salary was reduced from \$152,000 per year plus perks (approx. \$20,000) to \$97,000 a year with no perks. An internal audit committee is in the process of being formed and chaired by your newly elected Treasurer Barbara Gregorio. Barbara has a master's degree in accounting and years of experience working as a corporate controller for a multi-million dollar corporation. Monthly financial statements are made available to all Executive Board Members for review and acceptance.

7. Fight All Attempts to Decertify the AFA

Those adjuncts who, prior to our election, were in the process of forming a movement to decertify our union have now abandoned that effort and are on board, working to strengthen the AFA.

Message from the Vice-President



Scott Stark

The Fall 2015 contract signing period has come and gone. Once again I can report that we had some issues, but they were relatively minor in number compared to the vast number

of adjuncts receiving assignments. I want to thank our Department Representatives, as well as Garry Ouellette, our Grievance Chairperson, for a job well done. As good of a job as they do, it is imperative that all members keeps themselves well informed during the assignment process. It is up to you to know your rights, as well as your responsibilities. As always, please keep in contact with your departments to know when assignments will be made and when contracts will be signed.

The college has hired a new AVP of Labor Relations, Ms. Regina Cafarella. It seems she has made a smooth transition into her new position. I have had the opportunity to meet with Ms. Cafarella on a number of occasions and feel that we will enjoy

a good working relationship. It seems to me that she understands what a vital role the adjunct faculty play at Nassau Community College. I realize that at times we will be in adversarial stances, but that is always part of being professional. I can guarantee this membership that I will always act professionally in that regard and will never return to the ad hominem attacks of the past.

As always, I want to say that it is the AFA membership, individually and collectively, who are the true leaders of our association. It is your brilliance and the collective brilliance of all adjuncts who are taking the AFA to new heights. I look forward to meeting more of you and hearing from you. Please don't hesitate to contact me if you have any issues or questions. You can call me at 516-859-0250 or email me at ScottStark27@gmail.com, or at Scott.Stark@NCC.edu.

Thanks, once again, for the honor and privilege of serving as your Vice President.

Scott Stark
Vice President

Semester Reminder

On August 21st, AFA Vice President Scott Stark sent out the following reminder to all adjuncts via the AFA's email list server:

"Dear Member,

In the coming days, you will be receiving your Fall 2015 assignments. If you believe that you have a grievance due to a violation of Course Assignment and/or seniority rights, the first step is to present the reason(s) for said belief to your chairperson. If you are unsatisfied with that response, then you are to contact your Department Representative and Vice President Scott Stark immediately as there is a two-day window for filing these types of grievances. All Department Representatives' email addresses are listed on our webpage, myafaonline.org. You may contact Scott by email at scott.stark@ncc.edu, or you can call or text him at 516-859-0250."

What's New

The aftermath of a forest fire gives one a very desperate visual. A scorched earth covered in a lifeless ash. Yet in the months and years that follow, the mighty forest regenerates on that same soil. This visual in many ways reflects the recent transformation of our union.

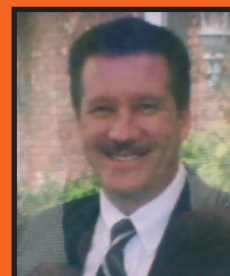
Only a few months ago, I wrote of the flickering flame of passion that remained lit after a long and difficult campaign. I challenged each member to do his/her best to preserve that flickering flame until it became a roaring fire. Our members, as they have always done, rose to the challenge.

Consequently, our union has emerged stronger than ever. As President Kromprier wrote of the fulfillment of our objectives, each and every member should understand that without your support the road of rebuilding would have been most difficult.

Since January, we have achieved a new all-time high in membership with 1,079 AFA members. This represents an increase of almost 30% since January 1, 2015.

Our call for our members to join AFA committees and share their great expertise brought us several dozen members who are prepared to help our union achieve new heights. Countless members have come forward, many of whom never took an active role in our union. These members have all contributed to our goal of making the AFA mightier than ever before. Some members have offered their assistance in very active ways while others have contacted us with suggestions, and still others simply sent beautiful words of support for the new approach that we have taken.

It is in these individuals' actions that we find how the once isolated flickering flame that remained on the landscape has become a roaring fire of passion within our union.



Richard D. Erben

Richard D. Erben
Chief Information Officer

Contractual Pay Rates

The newly updated AFA pay rates have been posted on the AFA website. Simply go to www.myafalonline.org and on the front page click the button labeled "New AFA Pay Rates 10/1/2010 - 9/30/18."

For those who worked during the 2014/15 academic year, you are entitled to retroactive pay. The county is working on the retroactive payments. As soon as we receive a payment date, we will share that information with all members.

AFA Grant Recipients

The Adjunct Faculty Association has grants available for the purposes of enriching any member's skills and knowledge in their related area at NCC. The goal of this type of enrichment is to better serve the students at NCC. In addition, AFA grants may also be used for enhancing union leadership abilities by attending professional or union conferences, seminars, and workshops. Check the AFA website under "AFA Documents" for rules and requirements. Below is a report from our most recent grant recipient.

Teachers of Accounting in Two-Year Colleges (TACTYC) Conference in Miami - May 2015

I attended TACTYC conferences for many years but recently stopped attending. This year my interest was roused by reading the 2015 program on line. TACTYC was conceived by the late Professor Florence Cogan of NCC about 40 years ago. It started as a local conference visiting local two-year colleges. I served on the executive committee as well as the first newsletter editor. Today it is a nationwide organization. Not only two-year college faculty attend but a long list of four-year faculty as well.

The conference had nine sessions with each group containing concurrent sessions. There were about forty concurrent sessions, and it was difficult to choose which ones to attend. I tried to choose those I thought would benefit Nassau. Following is an outline of those sessions I think are most useful and those that would work well at NCC.

1. "Using Excel Templates for Presenting Key Accounting Topics"

Various templates were constructed to demonstrate various accounting concepts. The idea was to construct a simple template with a limited number of variables. The output was received instantly with calculations in a well-formatted report. Several reports were presented. Accounting students learn Excel skills and techniques in addition to accounting topics.

2. "Creating Inexpensive Web Videos"

This session demonstrated how to make videos using inexpensive recording devices. The videos could be added to traditional as well as online courses. Videos were made with a personal laptop with a webcam. Suggested was an inexpensive software "Sang It." With this software videos can be made anywhere and downloaded to "You Tube." Another video device demonstrated was "Smart Pens." These pens record everything that is written and spoken, from the instructor's lectures to step-by-step Blackboard instruction. I have a few ideas for videos.

3. "Ways to Leave the Lectern"

This session demonstrated various active learning strategies. The techniques shown were fun and got the students out of their seats, interacting with one another and learning Financial Accounting concepts. One such technique was to use your left hand facing the students. By various combinations of finger movements, the presenters indicated financial statements, debits and credits, etc.. Two games were demonstrated. One where each student receives an index card with a financial statement account written on it. The class has five minutes to form the chosen financial statement in proper order. The second, a power point, a game similar to "So You Want to Be a Millionaire."

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AFA Grant Recipients

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4. “Intergrading Fraud into Accounting Courses”

This session covered explanations in detail as to “What is Fraud?”. The session explained who is vulnerable and likely to perpetrate the fraud and how the fraud is perpetrated. Most importantly, the parables set forth as to what to observe when looking for fraud evidence. Fraud techniques should start with the first accounting course. Lastly, the moderators stressed *“measuring a successful outcome including the topic in your accounting course.”*

Without going into detail, I also attended the following five sessions:

5. “Collaborative Course Design: Take a Dip in Your Department’s Talent Pool”
6. “Best Practices for Community Colleges Account-

ing Co-op/Internship Programs”

7. “Effectively Overcoming Classroom Challenges.”

This section was presented by the AICPA.

8. “Hotel Accounting” (Maybe a new course for Hospitality students) *

9. “Teaching Accounting in Today’s Classroom – Course Management Techniques and Assessment Strategies”

In conclusion, the conference was exceptionally informative, very well-presented and fun. The presenters were well-prepared, and I am grateful they were willing to share their insight and creativity. This whet my appetite to try many of the items presented in the class and share them with my colleagues.

*A course in Mortuary accounting may be another course to be developed.

Michael Layne

Letters to the Editor

The views and opinions contained in the “Letters to the Editor” section are solely those of the author. The posting of such letters does not indicate the agreement with the contents by the AFA, its officers, representatives, chairs, employees or associates. Letters to the Editor should be sent to admin@myafaonline.org. Letters should be 200 words or less.



Paul Guadagnino

We did not receive any “Letters to the Editor” this month. However, we did get two politically charged newspaper comic strips on the topic of adjuncts and their plight. Ruben Friedman mailed in two very witty cartoons which we cannot re-publish in the *Vanguard* due to copyright restrictions. I can, however, summarize the strips: Both presented a funny, yet ironically sad illustration on the difficulties of adjunct life and how adjuncts are treated. In one of the strips, by Barbara Smaller, a person sits before a group of students and announces, *“Remember, education pays, unless you end up as an adjunct -like me.”*

NEWS



On August 12th, AFA Chief Information Officer Richard Erben sent an email to explain that there had been a delay in the implementation of our AFA contract due to a review by N.I.F.A., the Nassau County Interim Finance Authority.

"Implementation of our new contract is currently in a state of limbo because it is being reviewed by N.I.F.A." "Please be assured that the contract is retroactive to September 1, 2014." "We will continue to closely monitor the progress of this situation as we seek a rapid conclusion to this process. In addition we will continue to pass along any updates as we receive them."

Luckily the delay was minimal and the AFA contract was passed by NIFA relatively quickly.

On August 20th, AFA President Stefan Kromprier sent an email with details concerning the previous night's NCC Board of Trustees' meeting:

"At last night's BOT meeting the Board took the following steps in their ongoing effort to appoint a new college president. The Board, in executive session, interviewed two of the four candidates who are in the running to serve as Interim President until a full time president is appointed. The remaining two candidates for the Interim President position will be interviewed during the executive session of a Special Board Meeting scheduled for September 2nd. When the Board returns from this session they will

name an Interim President.

The Board of Trustees, in a unanimous vote, appointed Maria Conzatti who currently serves as the college's Acting Executive Vice President of Academic Affairs to the position of "Officer in Charge". Ms. Conzatti will perform the duties of the President until the Interim President is appointed. Dr. Saunders, who served as Acting President, will resume his duties as EVP.

The current search for a new president will continue. The search committee will seek to attract new applicants for the position. The two current finalists, Dr. Roger Ramsammy and Dr. Kenneth Saunders along with the new applicants will be considered for the position. The Board hopes to have a new president in place by the beginning of the year.

*Stefan Kromprier .
President"*

On September 9th, AFA President Stefan Kromprier emailed a follow-up report on the events of the previous night's BoT meeting:

"Last night by a vote of 7 for, 0 against, 1 abstention, NCC's Board of Trustees appointed Thomas P. Dolan, former Superintendent of Schools for the Great Neck School District, as our Interim President. Three candidates interviewed for the position. The appointment is pending approval by SUNY officials.

As Interim President, Mr. Dolan is not eligible for consideration for the permanent president's posi-

tion. Dr. Kenneth Saunders, our previous Acting President, is to be considered for the position of permanent president. Dr. Jorge Gardyn, NCC's Board of Trustees Chairperson, stated that he expected a permanent president would be in place within four or five months.

*Stefan Kromprier .
President"*

On September 11th, AFA President Stefan Kromprier and Chief Information Officer Richard Erben released this joint statement in remembrance of September the 11th:

"September 11th, 2001, a beautiful sun filled morning; a day whose beginning would lend no clue to the profound suffering that would quickly follow. A group of misguided individuals set out to inflict pain and suffering on countless innocent individuals and their families.

The acts that were perpetrated on that day, fourteen years ago, run counter to all that we stand for here at Nassau Community College and in our great country. The doors of our college are open to all who choose to pursue and continue their education. Our college family is comprised of individuals from all different backgrounds, races, religions and/or beliefs, ages and gender.

The indelible acts of September 11, 2001 were committed in the hopes

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that our way of life would be forever destroyed. Here on our campus, we are reminded daily that our freedoms will never die by the despicable actions of those who attempt to force their wills upon us. We witness the strengths of our democracy each day on campus when: religious clubs hold a meeting; a professor teaches a controversial subject; we challenge the decisions of those in charge and we have the ability to voice our own opinions in our classrooms and our conference rooms.

The acts that sought to divide and conquer us as a nation on 9/11/01, did just the opposite. The days and months that followed that tragic day saw a reunification of our great country in ways that could have never been anticipated. Let us keep that sense of unity forever in our hearts and minds. Our strength is found in our ability to find the commonality among one another. We should never lose focus of who we are collectively...Americans."

WINTERIM 2015/2016 AVAILABILITY

Winterim 2015 adjunct availability opened on Thursday, September 17, 2015 and will close on Thursday, October 22, 2015 at 4pm.

FALL AFA OFFICE HOURS

The AFA office located at C

2073 is open Wednesdays and Thursdays 3:30 PM - 8:30 PM and Fridays 12:00 PM - 5:00 PM. Our telephone number is 572 - 7294. Our conference room located at C 2077 is available for AFA committee meetings, to book the room please call during business hours.

On September 17th, AFA Chief Information Officer Richard Erben emailed the following message concerning non-classroom wage increases:

"Non-classroom adjuncts are paid every two weeks and do not follow the classroom adjunct pay schedule. The most recent non-classroom paycheck was paid at the 2014/2015 wage rate. We immediately alerted H.R. of this situation. H.R. informed us that the wage adjustments were not completed in time for this paycheck. The difference in pay will be added to our retroactive paycheck. As soon as we get a date for that retroactive check, we will notify everyone."

On September 9th, the AFA President Stefan Krompier emailed out the following message about the Fall pay schedule:

"Dear Colleagues,
We received the message below from our HR Department this morning.
Due to County staff transitions

and changes, and the changes in adjunct pay rates due to the new AFA contract and other County contracts, the IT upload is taking some time to complete.

We spoke to County HR this morning and in order to ensure that the process is properly executed and expedited, there will be six paychecks issued to our adjunct faculty, beginning on Monday, October 12, 2015. These checks will include the 2.25% salary increases negotiated into our new contract.

The adjunct paycheck schedule for the 2015 Fall Schedule will be as follows:

1. Monday, October 12, 2015
2. Monday, October 26, 2015
3. Monday, November 9, 2015
4. Monday, November 23, 2015
5. Monday, December 7, 2015
6. Monday, December 21, 2015

It is our belief that the College HR and Finance departments are working diligently with the County HR department to ensure this is done expeditiously.

*Stefan Krompier
President"*