

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 COMPLIANCE REPORT

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AFA MEMBERSHIP FORM

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Our new Nassau Community College President, Dr. W. Hubert Keen, is holding a reception in honor of the new semester on Wednesday, August 31st, from 3:30PM to 5:00PM at the CCB building, rooms 252-253. I encourage you to join Scott Stark and me in a show of support for Dr. Keen's efforts to unite us all, as we work together to bring our college to new heights.

- Stefan Krompier, AFA President

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From the President's Desk: Middle States Compliance Report



Stefan Krompfer

On August 3rd, a team representing the Middle States Commission on Higher Education met with faculty leaders. At this meeting, a clear picture was presented of the process that led up to the college being placed on probation, the extreme

dire straits we are now in and what we need to do to restore full accreditation to the college. Knowing that many adjuncts missed this email, I open my column with it.

On Wednesday, August 3rd, a group of approximately 25 invited faculty members attended a panel presentation 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.** on the eleventh floor of the NCC tower. The panel opened the meeting by stating that it is important that we are aware of the gravity of the situation that currently exists, because NCC is out of compli-

ance with seven (7) of the fourteen (14) Middle States standards.

When a college/university is out of compliance with one or more of the Middle States standards, the Middle States Commission will take one of the following actions: 1) issue a warning, 2) place the college/university on probation, 3) issue a Show Cause Order that requires the college/university to show cause as to why the institution should be allowed to stay accredited. When a college loses its accreditation, it loses its federal funding under Title IV which, for all intents and purposes, means the college will have to shut its doors. **THE PANEL EMPHASIZED THAT THE COMMISSIONERS "TEETERED" BETWEEN "PROBATION" AND "SHOW CAUSE," CULMINATING IN PUTTING NCC ON PROBATION AFTER A LENGTHY DISCUSSION.**

It was obvious to most, if not all, in attendance that NCC's very existence is in serious, serious trouble. Dr. Faison stated that she began working for Middle States in 2012. Prior to 2012, only one college closed because it lost its Middle States Accreditation; since then, three colleges have closed as a result of losing their Middle States Accreditation. She and other panel members emphasized that Middle States is now in a different mode than it was in the past. They are scrutinizing the institutions that come under their

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umbrella much more closely than ever before. Anecdotal reports are no longer considered acceptable, as Middle States now seeks fact-based, quantitative strategies. The Department of Education has tightened their standards of recognition (accreditation) of accrediting agencies and will ask specific questions of accrediting agencies as to their accrediting rationale for specific institutions.

Throughout their presentations the three panel members, directly and indirectly, made the point in no uncertain terms that NCC will lose accreditation if all of the seven areas of non-compliance are not brought into compliance within the time frame the commission has set. Additionally, the presenters emphasized that our status could be changed from Probation to Show Cause at any time, if we do not demonstrate significant progress and/or a sincere effort to bring ourselves into compliance over the next two and a half months. – A progress report is due to the Commission on November 1st, 2016. The results of our report will not be evaluated until the March meeting of Middle States. Any additional progress that we make may be submitted to Middle States as an accompaniment to our November 1st report. A smaller Middle States team will be on campus in early January 2017 to assess the situation at that time. This group of approximately 5 individuals will be chosen by our Middle States liaison and will consist of individuals considered to be experts in the areas of our deficiencies.

The panel continually emphasized the need for the faculty and administration to work together to save our accreditation. **The hostile environment that was noted in the Middle States report was a major red flag to the Commission. They feel that such an environment severely impacts the ability of the college to move positive student initiatives forward and ultimately prevents us from achieving our mission.**

Towards the end of the 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 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.

During the month of August, Dr. Keen has met on two occasions with me, Frank Frisenda NCCFT President, Evelyn Deluty Academic Senate Chair, and Lynn Mazzola NCC's Chair of Chairs.

Meeting #1: August 5, 2016

Dr. Keen began by relating to us his professional experience that makes him well qualified to lead the college out of this quagmire; his deep desire to work collaboratively with all NCC stakeholders, particularly the four of us, and his strong belief that we will right the NCC ship and sail into fully accredited waters.

All present spoke of the many issues that have brought us to the sad state that we are now facing, as well as what we believe is needed to bring NCC into full compliance with Middle States dictates. An important piece to the solution, the hiring of a Vice

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President of Academic Affairs, was presented to Dr. Keen at that meeting. I walked away from the meeting believing that Dr. Keen was well along in the process of recruiting and ultimately hiring the right person to fill the VP of Academic Affairs position.

President for Academic Affairs and Dean of Faculty for 17 years. In addition to those duties, Dr. Collins served as Acting President, as well as in several other positions at Molloy College over the past forty years.”

Meeting #2: August 11th, 2016

The meeting opened with Dr. Keen introducing Dr. Valerie Collins to the group. He explained that Dr. Collins was a very strong candidate for the interim Vice President for Academic Affairs position here at Nassau Community College.

Dr. Keen left the room, and for at least the next half hour, Dr. Collins spoke with Frank, Lynn, Evelyn and me about her vast experience working on the academic side of higher education and her work for the Middle States Commission on Higher Education. Of particular interest to me, was Dr. Collins’ experience working with colleges in danger of losing their accreditation.

Dr. Collins responded to the many questions which were asked of her with a strength and confidence that left me feeling that she was the exactly the right person for the job. When the interview was over, the four of us recommended that Dr. Collins be hired to fill the position.

On Friday, August 19th, the following announcement came from Dr. Keen’s Office:

“Nassau Community College President Dr. W. Hubert Keen is pleased to announce the appointment of Dr. Valerie Collins as Interim Vice President for Academic Affairs. Dr. Collins hails from Molloy College, where she has enjoyed a stellar career as Vice

The meeting continued with Dr. Keen presenting a draft of an organization structure consisting of Administrators and Faculty that will be put in place to bring us into Middle States compliance. The four of us then made recommendations as to specific faculty members we believed would work well within that organizational structure.

Once the structure and those who will work at the various positions outlined in the structure are cast in stone, Dr. Keen will communicate the plan to us all.

In conclusion, I believe that Dr. Keen’s leadership, coupled with the willingness of administrators and faculty to work collegially, thus far, will have us positioned to achieve our ultimate goal – total compliance with Middle States requirements.

Stefan Krompfer
President
Adjunct Faculty Association

Message from the Vice-President



Scott Stark

Welcome back for the 2016-2017 academic year. This new year brings us many major concerns, the greatest of which is the existential dilemma that is the Middle States Evaluation. The AFA also has elections in November for all officer positions as well as all Department Representatives. I urge you to get involved in any number of ways, the least of which is to ensure that you are a member in good standing that is eligible to vote in the coming elections. Even more, you may choose to run for office. We welcome all voices.

It cannot be stated any more clearly: If we do not adhere to the mandates of Middle States, we may go the way of Dowling College. AFA President Kromprier writes in his column about this crisis. Being faced with this obstacle is daunting, but I look at it as an opportunity. The AFA will be a major player in the resurrection of Nassau Community College. We will surpass where we were when we were considered the best community college in the nation. We will do this by looking forward, toward solutions, not by looking backwards at how things were done in the past.

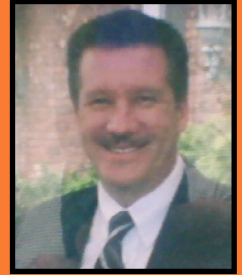
At the beginning of each semester, I ask our members to know our contract and make us aware of any issues. You can find our contract, along with other valuable information and additional resources on our website; myafaonline.org. Please take some time to familiarize yourself with the contract. Of primary importance is the grievance procedure when it comes to course assignments. If you feel that you have been aggrieved with the assignment process, a grievance needs to be placed within 48 hours of the act or condition which is the basis for the grievance. I strongly urge you to be aware of when your department is assigning courses and signing contracts. To my knowledge, most, if not all, departments are in the contract signing period as this issue of the Vanguard is delivered. If you think you were deserving of an assignment, and you have not received it, we must grieve it ASAP. You can do this by sending an email to your Chairperson stating that you are grieving the lack of an assignment. You should cc your department representative, as well as Garry Oullette, and finally myself if you do this.

I hope that you have a successful semester. As a group, and as individuals, I know that we will rise to meet the challenges that face us. We will be greater than we were in the past. As Dr. Martin Luther King Jr. said: "Our very survival depends on our ability to stay awake, to adjust to new ideas, to remain vigilant and to face the challenge of change." I have the utmost confidence that Nassau Community College and the members of the AFA will rise to meet the challenges we currently face.

Scott Stark
Vice-President
Adjunct Faculty Association

The Inside Scoop

By now, we are all aware of the background information as to why AFA members were required, by the college, to re-submit their AFA membership form. The scenario was troubling on a couple of fronts. First, since taking office, we had successfully grown our membership by 431 new members to an all-time high of 1,227. Suddenly, we were faced with completely starting over in an attempt to re-register our members. Secondly, the time frame to complete this task was from late June through mid-September. For the most part this is a time that is difficult to get in contact with our faculty. I had sent several emails through our official email NCCAFA and sent a couple through the college's email list. In addition, a physical mailing went to all adjunct members who did not respond to the email requests.



Richard D. Erben

Once again, as throughout its rich history, the AFA was facing a daunting task, one that appeared could cause a devastating blow to our membership. However, as through the great history of the AFA, the challenge was met and conquered. During the summer months, when many faculty members are difficult to reach, an astonishing 1,204 AFA members filled out the membership form. This includes 119 brand new members! The great faculty members who collectively make up the union rose in solidarity and re-affirmed their commitment to our great union. Moreover, 119 adjuncts walked across the welcome-mat that we have laid before them and joined us to make us that much stronger of a union.

This project has given me the opportunity to further enhance the programming of our membership spreadsheet and refine its search capabilities. Around mid- September every adjunct will be receiving their own personalized profile. The profile will indicate your union status (AFA or agency), whether you are a member of the electorate which is defined in our constitution, and if you are in arrears. This profile will be mailed from our official NCCAFA email. If you believe any information is incorrect, please reply to the email that you receive and state what you believe to be inaccurate.

In closing, I wish to extend an invitation to those who have not re-submitted their AFA membership form and those who are agency fee payers to board our train. This train pulled into the station on 1/1/15 and has kept its doors open for all to board. Many have looked through its windows to see a seat with their name on it. The train is filling rapidly, but rest assured that there is a seat for every adjunct on campus and we will continue to add cars because we do not want to leave anyone behind.

Richard D. Erben
Chief Information Officer
Adjunct Faculty Association

The AFA has its own email address, which is separate from the college email. When an AFA email appears in your inbox, it should say “NCC AFA”. Those wishing to contact the union should send email to:

admin@myafaonline.org

It’s preferred, whenever possible, that you send email from a private email address, rather than the college email which is monitored by the college.

AFA Meetings

AFA General Membership Meeting
September 24th, 2016
CCB Multi-Purpose Room
9:00AM

AFA Executive Board Meeting
September 10th, 2016
Room C2077
8:30AM

Member Recruitment

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

For those members who wish to print out and mail in a physical form, we have included one on the next page.

Adjunct Faculty Association at NCC Membership Form

Full Name: _____
Prefix First Name Last Name

Department: _____

E-mail: _____

Membership Agreement

I agree to the Following Terms: By submitting this form, I hereby authorize the Adjunct Faculty Association at Nassau Community College to represent me in collective bargaining for salary and all other terms and conditions of employment. I further authorize the County of Nassau to deduct from my salary and transmit to the Adjunct Faculty Association of Nassau Community College the dues as certified by the Adjunct Faculty Association.

☐ Yes ☐ No

Signature: _____

Date: _____

MAIL TO: Adjunct Faculty Association at Nassau Community College
One Education Drive, Cluster C, Room 2073
Garden City, NY 11530