

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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From the President's Desk



Stefan Krompier

Student enrollment has been plunging and has dropped to 14,503 as of February 10, 2020 from a high of about 23,000. The sin of this enormous drop is that too many students whose personal and professional lives would be best served by a Nassau Community College education are not to be found on our campus. As a professional community college professor and union leader who has worked with so many dedicated, caring, and exemplary adjunct/full-time Classroom/Non-classroom Faculty since 1971, I am saddened to see that our ranks have shrunk as they have. Too

many of us who love what we do and the students we interact with inside and outside the classroom are not here doing the jobs we love to do because of this enrollment decline. Lower graduation numbers from the feeder high schools --who we draw most of our students from-- coupled with added competition from SUNY Farmingdale (now a four year college), a renewed interest in SUNY Old Westbury, and incursions into Nassau County by Queensborough and Suffolk Community Colleges has surely accounted for much of our enrollment decline; however, our inability to market Nassau Community College, thus our inability to help prospective students and their parents understand why Nassau Community College is the best place for them to begin their higher education, is the primary contributor to this enormous decline in our enrollment.

At my initial meeting with Dr. Williams, an encounter during the first reception just after he was named NCC President, I introduced myself, welcomed him on behalf of 1,787 adjunct members of the AFA that I represent and said to him, "I have one word for you: Marketing." I then handed him a myriad of Suffolk Community College print advertisements while saying that I hope to in the not-too-distant future talk with him about the marketing of our college and other important issues. I am happy to say that we have met on many occasions and the need to market NCC effectively and efficiently was a topic high on the list of the agendas of those meetings.

For too long, NCC's Marketing/Advertising budget was used as a way of balancing the college's budget. This resulted in an almost nonexistent budget as compared to our competitors, especially Suffolk Community College. Knowing that one additional full time student studying

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From the President's Desk

at Nassau Community College for two years with the state and county subsidies to their tuition brings \$20,000 plus into NCC's coffers begs for a significant increase in NCC's Marketing/Advertising budget. Understanding the effect of a well thought out marketing campaign that is supported by a budget that will allow it to succeed is necessary if we are to stop the bleeding in our enrollment numbers. My great hope is that President Williams strongly advocates for a significant increase to NCC's Marketing/Advertising budget and that NCC's Board of Trustees votes enthusiastically for the increase.

Leaving NCC's Director of Marketing Position open for the last three years and the Vice President of Institutional Development and Governmental Affairs position open for the last eight months plus has perplexed and frustrated me and those who have watched our enrollment numbers plummet. As an adjunct professor in the Marketing department, I have, from the time the Director of Marketing Position opened up, advocated incessantly for it to be filled with an individual who has the vision, the experience, and the expertise to build enrollment to where it needs to be. When the Vice President of Institutional Development and Governmental Affairs opened up about eight months ago, I and many others advocated that the position be filled by an individual whose greatest strength was that of building enrollment through the management and implementation of marketing strategies that would effectively convince more prospective students to enroll at Nassau Community College. The positions of VP of Institutional Development and Director of Marketing have been filled. The success of those working in those positions must be measured by the effectiveness of NCC's marketing effort to build enrollment.

The current 2018-2021 NCC Strategic Plan does not even include a Marketing Plan. Our enrollment will continue to plummet without a strategic marketing plan; the plan needs to be developed now and implementation must begin immediately after its development. The plan must focus on reputation enhancement. In addition, we need to build a digital friendly brand. Likewise, there is a need to personalize communications with students and those who would become students if the right connections are to be made. We need to leverage our core competencies.

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From the President's Desk

Here at Nassau Community College we have a talented faculty, administration, staff, students, and alumni. Let us join together and commit resources to the development of an effective marketing plan that is properly funded and increases enrollment to where it should be. I urge Dr. Williams and the Board of Trustees to take action without delay.

Stefan Krompfer
President
Adjunct Faculty Association

Adjunct Pay Dates

February, 24, 2020; March 9, 2020; March 23, 2020; April 6, 2020; April 20, 2020; May 4, 2020; May 18, 2020

In order to receive 7 checks, completed and approved contracts must be received and entered prior to 4pm on Friday, January 24, 2020.

Message from the Vice-President



Scott Stark

As another semester is underway, I want to take this time to remind you of some documents that we should all be familiar with. They are the Student Code of Conduct and the Classroom Management Policy.

The Student Code of Conduct can be found here:

https://collegecatalog.ncc.edu/current/policiesandprocedures/additional_information/student_conduct.html

The Classroom Management Policy here:

https://collegecatalog.ncc.edu/current/policiesandprocedures/academic_info/class_mgmt.html

If a student breaks the Student Code of Conduct or Classroom Management Policy, document the breach with a narrative that includes the date and time of the breach as well as the names of those involved and those who might have witnessed the occurrence. Also, include what you did to alleviate said situation – if anything. ***As long as we are doing our jobs, we have protection.*** I suggest that you at least attempt to speak with the student in a timely manner and let them know that the action they participated in is a violation of said code or policy. Document this as well as any incident or occurrence that might be relevant to the breach. After that, at your discretion, you should go through the prescribed channels and make the appropriate report. Another thing I recommend is to ***document everything.***

As a teaching professional and Vice President of the AFA, I find it disheartening that we have students that respond to a grade that was lower than they had wanted with a claim of bullying, but in this day and age I am not surprised. We live in a ‘victim culture’ where too many students seem to feel entitled to everything without doing anything. I could espouse for pages and pages about how too many of today’s youths received trophies for everything, regardless of their effort and achievement – and now they come to Nassau Community College with similar expectations.

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Message from the Vice-President

For those of you that are members of the AFA, I pledge to make sure that you receive due process and the assumption of innocence when charges are brought upon you. I also pledge that the AFA is looking closely at Section I.F of the student code of conduct which states that *“If it is determined that a person who has accused another of a violation has maliciously or recklessly made a false accusation, the accuser will be considered in violation of the Student Code of Conduct.”*

As I wrote in the *Vanguard* a few months ago, having us by your side, especially in the face of increasing complaints of harassment, is one of the most, if not the most, important benefit of membership in the AFA. My words of last semester seem even more prescient today.

I hope I don’t ever have to represent you in one of these hearings. If you are called upon for one, contact us immediately. We will guide you through the process.

As always, it is a pleasure to serve as your Vice President. If I can ever be of service, please email me at scottstark27@gmail.com, or call me at 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/nccafal/adjunct-faculty-association-at-nass>

The Inside Scoop

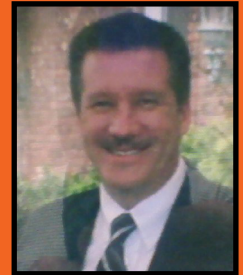
With the holidays becoming a distant memory and being in the midst of short winter days, this time of year becomes conducive to reflection. Recently, I was thinking about our union, its formation, struggles, and triumphs. In a past issue, I wrote extensively about the formation of the AFA. The history of any organization is important as it reminds us of the founding mission and the perseverance to bring that mission to life. Our founding father, John Meehan, had a great vision. John imagined the day that adjuncts would be treated with respect and dignity. In many ways, he was a pioneer in organizing adjunct faculty. His dream quickly became his mission, a mission to bring honor to those serving in adjunct positions. In his quest to fulfill his dream, John encountered numerous obstacles to the point that even the most optimistic individual might have given up hope. However, John demonstrated a perseverance that would make him continue the struggle, and strive to succeed no matter how difficult the terrain would become. John was successful and we saw the birth of the Adjunct Faculty Association.

The torch was then passed to the leadership teams that would follow. Although the two subsequent leadership teams ex-

hibited very different styles of management, both were successful in maintaining and enhancing the adjunct benefits in our contract.

While John was fighting and struggling to form our union, he probably did not realize that he was teaching us a lesson. The silent lesson that John was teaching us was found in his vision, his dedication, and his perseverance. Today, we see those qualities in our members across the campus. We see those qualities that you bring to the classrooms, offices, library, and service centers. We see those qualities in the manner that you support your union. Almost 1,000 new members have joined in the past five years. It is because of each of our members that we can keep the torch lit that John set aflame decades ago.

Richard D. Erben
Chief Information Officer
Adjunct Faculty Association



Richard D. Erben

Adjunct Spotlight

Joyce Culver



By Ruth Silverman

This month’s Spotlight features Joyce Culver, Professor of photography in the Art Department. Professor Culver has been teaching undergraduate classes here and at the School of Visual Arts for over 40 years. She is another example of the high professional quality and renown of our adjunct faculty.

Professor Culver began her illustrious career with a B.S. in Art Education from SUNY College at Buffalo and also holds a degree from the Institute del ‘Arte Siena, Italy and an MFA from Rochester Institute of Technology. Her first teaching experience was at the high school level in Pittsford, a suburb outside Rochester, NY. She then moved to New York and started teaching at Nassau in 1980, feeling that teaching college students was far more satisfying.

Professor Culver states that she loves teach-

ing the students at Nassau. Identifying with them as people who are from working class backgrounds like her own, she sees the students as struggling to find themselves, and wanting to learn. “*They are not born with silver spoons in their mouths,*” she states. “*Nassau students are responsible, respectful, and very approachable,*” she feels. Many of the students in her Art 159 Digital Photo class are not photo majors but nevertheless enthusiastic and appreciative as she introduces them to the camera, lightroom, and the art of photography. She has found that no matter what their

Photography by Joyce Culver



Gloria Gaynor Ruth Bader Ginsberg Malala

background, each person has a creative side that can be cultivated. Many of her students are 20 or under, but she also has adults who are returning to school for a degree. Both the younger and older students contribute to the mix as they share life experiences. One creative project Professor Culver assigns her students is called *Loss, Change and Gain*, where students write and then discuss a loss in their lives, the change and

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Adjunct Spotlight

Joyce Culver



New Color Photography,” in 1977 with her color studies of objects in the landscape titled *“The Secret Soul of Things.”* Her portraits of lesbian and gay couples explore power and dialogue in relationships, acknowledging how love and commitment might look in this community in the 1980s and 90s. In the work *“A Change of Mind,”* she explored her feelings about her father’s late onset of Alzheimer’s disease and the consequences for her family.

Professor Culver’s photographs are in the permanent collections of the Amon Carter Museum, the International Museum of Photography at the George Eastman House, MOMA, and numerous private collections. Her clients, in addition to the 92Y, include the *New York Times*, *Business Week*, Cornell University and others. She has exhibited at the National Portrait Gallery and the International Center of

Photography among others. She has received artist grants from the New York Foundation of the Arts to support her work. She presently exhibits her work at the Dan Cooney Gallery in New York City.

Nassau Community College is very fortunate to have Professor Joyce Culver teaching our students and bringing her knowledge, skill, and love of photography into the classroom.

subsequent gain. They then create a picture that deals with what they have written. The assignment brings the students together as they share their experiences and photos during class discussions. She believes that it is important for students at Nassau to value their ideas and actualize them in her classroom.

In her own practice, Joyce has spent years doing portraits for her personal work, or for clients, such as the 92Y where she photographed hundreds of celebrities for fifteen years. Revealing something about the person she photographs and connecting with them is always her goal. In her portraits, she captures the character and personality of her subjects as well as their best side. She has photographed Chief Justice Ruth Bader Ginsburg, Malala, Valentino, Gloria Gaynor, and numerous others. If you visit her website at www.joyceculver.com you can view those photos.

Professor Culver made her professional debut as a photographer in the book and exhibition, *“The*

Photography by Joyce Culver



Marianne & Eva 1994 Lia Dawn & Keisha 1995 The Two Sandras 1994

Save the Date

February 28, 2020
10:00 AM to 2:00 PM
CCB 252-253

Assessment Committee of the Academic Senate
Presents

Faculty Assessment Orientation

Please join us for an informative presentation and workshop highlighting
Assessment Practices

Featuring Guest Speakers

Nicole Childrose,
Associate Professor,
Columbia Greene Community College

Maya Greene,
Associate Professor
Columbia Greene Community College

RSVP

Click the link below

https://docs.google.com/forms/d/e/1FAIpQLScd8OPdGgPE4NhK5jjgNG9sE8UfFFVgHmdF7DtwF3jQUf5VQw/viewform?usp=sf_link

Refreshments will be served



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- Part-time student
(currently taking 11 credits or fewer.)
- A GPA of 3.3 or higher.

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DEADLINE: MARCH 6th, 2020