

THE AFA GETS A

CONTRACT!

EIGHT-YEAR CONTRACT THROUGH 2018

AFA GRANT RECIPIENTS

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RETIRED!

AFTER 50 YEARS AT NCC



A TRIBUTE TO LOUIS BUDA
BY CHRISTINE KALLINGER-ALLEN

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Retiree Spotlight

A Tribute to Louis Buda

By Christine Kallinger-Allen
Recording Secretary



Louis Buda

Modest. Unassuming. Accomplished. Loyal. These adjectives only begin to describe the character and career of recently retired Professor Louis Buda of the Economics/Finance Department. Buda devoted nearly fifty full years as a professor and AFA member at Nassau Community College. In discussing his time at NCC, this honored academic expounded on the importance of the union and credited others' hard work, without focusing on his own success. This article is in tribute to a great educator, scholar, loyal union supporter and friend to many.

Louis Buda holds a BA degree from St. John's University and an MA from Hunter College, both in Economics. As part of the GI Bill, he secured a four-year scholarship for veterans to any college in New York State and attended the doctoral program in Economics at New York University, ultimately achieving ABD status. In 1953, Buda entered the teaching profession by becoming a New York City secondary education teacher at St.

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John's Prep in Brooklyn. He then started teaching at Nassau in December 1965, and, eighteen years later, in 1983, became a full-time faculty member. Buda did not give up his adjunct position at NCC, however, but continued adjunct teaching while a full-time professor. He has also taught as an adjunct at Adelphi University and LIU-Post and offered specialized graduate level courses at Queens College. Buda's adjunct teaching career at NCC book-

ends his full-time position, giving him a fifty-year association with the college. He retired from his full-time teaching position at NCC in 2010 and recently retired in May from teaching as an adjunct at NCC. With Buda's retirement came an end to his involvement as the sole Departmental Representative of Economics/Finance for the Adjunct Faculty Association.

Buda's tenure as an adjunct predated the formation of the AFA. Thus, when Buda began in 1965, the adjuncts did not have the protections we enjoy today. He succinctly summarized his commitment to the AFA, saying “I started my career at Nassau before there was a union. I joined the union and became a representative when it was first established. I remained the Departmental Rep until I left in May 2015.” Having been there at the beginning, Buda saw many unfair labor practices that brought about the formation of the AFA. He underscored the

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need for a strong adjunct union at NCC when he recently recalled those early days: “Perhaps you would be interested in what it was like before we had a union. I was an adjunct at Nassau before we had a union. There was no seniority system. You were hired at the whim of the chairperson. Friends of the Chair frequently were given preference in the awarding of classes. Very often these ‘friends’ did not finish the course. The chair could refuse to give you a course for no apparent reason. This was just one of the most serious grievances with which adjuncts had to contend.” Buda thus endured those early years and continued on once the much needed protections were in place. He rode the storms of various strikes and stayed true to the AFA. All the while, Buda also racked up many accolades and grew as an educator.

One major accomplishment in his career came as he collaborated with Professor Marie Kratchovil of the Economics/Finance Department to form an Economics Council and Center for Economic Education. According to the NCC website, “The New York State Council on Economic Education, established in 1959, is an independent, nonpartisan, nonprofit 501(c)3 educational organization dedicated to ending economic illiteracy by improving the quantity and quality of economic education in our public and private schools, kindergarten through grade 12. The Council is supported by grants from: corporations, individuals, foundations, government

and labor.” (http://www.ncc.edu/programsand-courses/academic_departments/economicsfinance/center_economic_education.shtml) At Nassau Community College, the Center for Economic Education, established in 1996, “focuses its work to further economic education at the secondary level,” according to Buda. These efforts include training teachers, setting standards, developing curriculum, producing materials, evaluating results, and offering courses for college credit. The Center aims to foster comprehensive programs from kindergarten through 12th grade, and publishes guides and books containing proven strategies for teaching economics.

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Buda ascribed a deep respect and loyalty for Kratchovil based on their varied work together, which did not stop with the Center. “We traveled throughout the U.S.,” Buda recalled, “giving model lessons to Economics teachers throughout the nation. We also started an Economics competition yearly on the secondary level for high school students from Long Island, New York City and the State.” Furthermore, Buda co-served on the Center’s Board of Directors as Center Director with Kratchovil. Both consulted for the Center along with other faculty members.

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For all his efforts in and out of the classroom, Buda amassed various honors. From the AFA, he received an excellence in teaching award. The Chancellor of SUNY bestowed a Chancellor’s Award, and Buda was also granted an Honors Award for having taught Honors Courses at NCC. The Center, too, gained numerous accolades during his affiliation. The Adjunct Faculty Association and Nassau Community College will surely miss this strong union supporter and fine educator.

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From the President's Desk



Stefan Krompfer

As you might expect, your leadership team and I are extremely happy that the MOA we negotiated on March 5th, signed by Nassau County Executive Edward Mangano and ratified by the Nassau County Legislature on Monday, June 15th, has now become our new contract. I want to thank our negotiating team, AFA Vice President Scott Stark; Robert Femminella; Chief Information Officer Richard Erben; Consultant to the AFA Robert Gaudino; and, most importantly, our attorney Richard Betheil, for their marvelous work both preparing for negotiation and during the actual negotiation session.

As we listened and learned, while those sitting on the opposite side of the table did as well, we were able to agree on a contract that made sense to both sides. What first began as a butting of heads turned into a series of small agreements that benefited both sides. Did we get all that we wanted? No. Did we get every item of importance that we wanted? Yes.



NEWS

Historic Digital Vote

AFA leadership, for the first time, held referendums this semester utilizing a completely digital format via constitutional provisions which permit for an outside third-party to conduct the voting and tallies. After researching third-parties capable of handling AFA voting procedures, the web-based voting company electionbuddy.com was selected. Taking the AFA vote online has allowed for emailed eligibility confirmation; emailed ballots; and, once the voting window closed, online tally counts available to all members, complete with percentages broken down in a pie-graph.

Moving to all-digital voting has additionally meant a savings of thousands of dollars in ballot printing and mailing costs for each vote held.

Historic AFA Memorandum of Agreement (MoA) Referendum

Those fulfilling adjunct assignments at Nassau Community College have been working under an expired contract since 2009, a long six years. Worse, the AFA contract was then voided due to the strike of 2013. Those working adjunct assignments have been working at the mercy of the college with no contract. On March 5th, 2015, during a snowstorm, the new

AFA negotiation team, led by AFA President Stefan Krompfer, verbally ironed out a MoA. On Saturday, April 25th, 2015, this new MoA, which contains an eight-year-long contract, was presented to the union membership at two separate AFA meetings. On May 6th, 2015, the online vote for this MoA ended and the referendum passed with 81% "yes" vote.

Nassau Community College Board of Trustees Approves the Adjunct Faculty Memorandum of Agreement

On May 12th, 2015, the NCC Board of Trustees voted unanimously to ap-

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prove the MoA. This approval meant the MoA could be sent to the Nassau County Legislature for a vote.

Nassau County Executive Edward Mangano and the Nassau County Legislature Approve the Memorandum of Agreement

Ed Mangano signed the AFA MoA, moving the contract on to the Nassau County Legislature. On June 15th, 2015, the the Legislature approved the AFA MoA, effectively restoring our contract .

Special Election Held for Foreign Language Department Representative Replacement

Due to Christine Kallinger-Allen's becoming the new AFA Recording Secretary, a special election had to be held for a replacement Representative for her department. Robert Cavanna was the only member who submitted a petition by the deadline and, therefore, automatically became the new Department Representative for the Foreign Language Department.

Special Election held for AFA Treasurer

Once the membership vote on the MoA was complete, the AFA leadership moved to hold a special election for a permanent AFA Treasurer. A call for nominations was sent out, and a record eight candidates collected signa-

tures to vie for the Treasurer position. On May 20th, 2015, the special election for the position of AFA Treasurer commenced. All eight candidates had electoral statements published on the AFA website and the *Vanguard*.

On May 27th, 2015, the voting ended with a current member of the AFA Executive Board and Department Representative for the Accounting Department, Barbara Gregorio, winning the seat of Treasurer. This marks the first time that the five member officership of the AFA has had two elected female members at the same time. Below is the final tally directly from the electionbuddy website.

AFA TREASURER	
Michael J. Zartler	90 votes - 19.8%
Frank Reiser	57 votes - 12.6%
Michael Layne	19 votes - 4.2%
John DeSpagna	57 votes - 12.6%
Gene Decker	73 votes - 16.1%
Dan Stollow	36 votes - 7.9%
Barbara Gregorio	101 votes - 22.2%
Faiza Shah	21 votes - 4.6%

AFA Communications Update

On June 5th, 2015, the AFA Chief Information Officer Richard Erben sent the following email concerning

AFA email communications:

"As of January 2015, the Adjunct Faculty Association created its own email lists and abandoned the use of the college's ALLAFA and ALLPTFACULTY lists. All official announcements, news and information originating from the Adjunct Faculty Association will be disseminated through our lists and will appear as sent from NCC AFA.

In addition, we have created various outlets for members to communicate with each other. Currently, our private forum has well over 200 adjuncts enrolled. To join the forum, please visit our website at: <http://myafaonline.org> and click the AFA Forum tab at the top of the page."

Summer Pay Dates

The AFA website www.myafaonline.org has posted the following information concerning the Summer semester pay dates:

"Summer I, 2 and 5 week, courses are being paid in full on 6/22/15. Summer I courses that run beyond 5 weeks will be paid half of the pay on 6/22 and the balance on 8/3/15 or 8/17/15 depending on when the course ends. Summer II are being paid 8/3/15. Summer III will be paid on 8/17/15.

There are a few courses that run only half the term, in those cases the adjuncts will be paid manually as close to the end of the course as possible."

What's New

Dear Colleagues,

The last several weeks I have split my time with the computer terminal and good old-fashioned paper files. To be more specific, I mean forty years of AFA documents that encompass elections, financial data, legal and grievance decisions, minutes of meetings, historical negotiation data, health and safety reports, general letters and AFA archives. As you can imagine, there is a mountain of documents that has been sorted into general categories.

What particularly impacted me was the pile I created and sorted under the category AFA archives. It is within this category that the organization is brought to life through the contents of its documents. News clippings, memos, editorial cartoons, letters and photographs vividly depict the pre-formation of the AFA to its current day. Those documents take the reader into our union's darkest hours when it had to maneuver through the deepest valleys. Conversely, they take the reader to the highest mountaintops as we ascend to great heights with numerous victories along the way. It is because the heartbeat of this union has always been strong and full of passion that we have not only survived all adversity but pre-vailed and conquered it. That heartbeat is undoubtedly found in each of our members.

Many of you might think of me as the "computer guy." In many instances, that label is correct. However, when it comes to an organization's archives, the original format the documents are found in is priceless and cannot be substituted. Some of these archival documents are succumbing to time, and it is necessary to digitize them to preserve their contents for those who will follow us. Every attempt will be made to preserve those documents in their original formats.

A union is only as strong as its membership. Today, it is our responsibility, collectively, to continue to take an active role in bringing the AFA to heights yet realized.

Richard D. Erben
Chief Informtion Officer
Adjunct Faculty Association

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 are reports from our most recent grant recipients.

On November 4th, 2014, from 7:30PM until 3:30PM, I attended Adelphi University's 13th Annual Partnerships in Health Conference: "Campuses, Communities, and Schools Working Together to Improve the Health of Youth," known as HealthNets.

HealthNets is a professional conference that promotes the exchange of ideas and research among professionals in health education and related disciplines from various communities. The meetings presented many opportunities to learn about developments and trends in health studies and to promote active learning and student-centered pedagogy which improves student attitudes and performance in health education.

HealthNets was started in the fall of 1997 by Dr. Monica Homer and Professor Mary Barrese as an informal gathering of health educators. It evolved into bi-semester meetings where participants share news about conferences at the local, state and national level, discuss innovative teaching strategies and explore advances in health studies.

The information gathered on this day was related to exploring cultural beliefs and practices regarding disabilities for teachers and students, how socioeconomic status raises risk in our schools and what we can do about it via health education methods which really work, and storytelling within health education to make students active participants in their

own sexual health. I have all this information, including many health related organizations and links that can provide support and promote professional development in our department, and will provide it for the department.

Noteworthy is that "schools with strong professional learning communities were four times more likely to be improving academically than schools with weaker professional communities. We can no longer afford to be innocent of the fact that collaboration improves performance." (cited by Schmoker, Mike, in The Professional Journal of Education, "Tipping Point: From Reckless Reform to Substantive Instructional Improvement," February 2004.)

Submitted by Sophia Aidiniou, HPER

In addition to attending sessions all three days of the conference, on Feb. 26th, I presented my original research on a theological debate that raged in Spain throughout the fourteenth century and its manifestation in the poetry of two 14th-century Spanish poetscholars. The title of my talk was "Los siete galas de Virgen."

On Feb. 27th, I chaired a session and moderated the ensuing discussion which was based on the presenta-

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AFA Grant Recipients

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tions of three Spanish scholars, currently teaching at the University of Cordoba, Spain; the University of Vigo, Spain; and Lancaster University, England.

Approximately 200 students from the nearby University of Cordoba attended this conference and participated in round-table discussions with scholars in the field of literary analysis and the pedagogy of teaching Spanish Literature to undergraduates.

At NCC, Advanced Spanish and Spanish Literature prove to be particularly challenging courses for our students, whether they are native or non-native speakers of Spanish. The insights offered by the students from the University of Cordoba were enormously helpful and put many of the more challenging aspects of teaching Spanish Literature to undergraduates

into perspective.

Particularly useful to me were their comments on the language used in literary texts, as much of it is outdated and is difficult even for native Spaniards to understand. Since these observations were made by students who are approximately the same age as my NCC students, the suggestions will prove to be particularly beneficial to me, and therefore, to my students, in the classroom.

In addition to enhancing my own professional development and scholarly enrichment, having attended this conference will enhance my teaching and my effectiveness in the classroom.

Submitted by Rona Feit, Foreign Languages

AFA Scholarship Luncheon



Each year the AFA awards scholarships that specifically target only part-time, matriculated students who are currently enrolled at Nassau Community College.

The scholarships, and the luncheon where they are presented, are run by the AFA Scholarship Committee.

The scholarships range from \$500 to as much as \$5,000.

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AFA Scholarship Luncheon

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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 received no "Letters to the Editor" for the month of May, nor June as of yet. It is most likely my fault as I did not send out a "reminder" email seeking submissions due to the amount of technical information that had to go out over the past three months (mainly dealing with the vote on the MoA and the election for Treasurer). So now that the Spring semester has come to an end, if you find yourself with a little time to write, I am very interested in feedback on how differently the AFA General Membership meeting was conducted, about getting a new contract, and communication, in general, across the AFA.

Editorial

I can not tell you how many times people related to me, during the Fall 2014 semester, that they simply threw away every issue of the *Vanguard*. Right into the trash can it went, usually without ever being read. I remember thinking, "*How could I get people to NOT throw the Vanguard into the garbage receptacle every month?*"

I suppose publishing the *Vanguard* in a digital only format via an emailed PDF, or posting it on the new AFA website, did remove the physical ability for anyone to throw it into a recycling bin. Still, of course, an email can be deleted and a website can go unread.

My goal has been to transform the definition of the *Vanguard* from "the foremost part of an advancing military force," which is the way I believe it had been traditionally viewed, to "a group of people leading the way in new developments or ideas," which includes and promotes reader involvement. Luckily for the AFA, and myself, the new AFA leadership share a similar viewpoint.

There have, indeed, been many new developments and ideas since the elections last Fall. I have tried to docu-

ment this information within the *Vanguard* as I additionally see the *Vanguard* as the AFA's official archive, preserving its history for posterity.

Will there ever again be articles concerning the actions of the BoT or NCC administrators in the *Vanguard*? Probably. However, in my opinion, the AFA has much work ahead of itself in terms of building unity, membership, and trust once again. Therefore, the *Vanguard* should attempt to focus on the facts and transmission of information that members can use.

In addition to its content, I am also organically developing the style of the *Vanguard*, both visually and journalistically, through collegial interactions with the AFA members, the AFA officers, Chief Information Officer Rich Erben, our proofreader Victoria Sferlazza, and myself. This change is the level of collaboration needed for a successful, modern union newsletter.

Paul Guadagnino
Vanguard Editor
Adjunct Faculty Association