

# 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](http://www.myafaonline.org)

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WE CARE  
*About Our Students,  
Our Members,  
Our College!*

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President - Stefan Krompfer  
 Vice President - Scott Stark  
 Secretary - Rosemarie Tavitian  
 Treasurer - Barbara Gregorio  
 Chief Information Officer - Richard D. Erben

## AFA EXECUTIVE BOARD:

Ken Bellafiore  
 Chris Enright  
 Bob Femminella  
 Paul Guadagnino  
 Garry Ouellette  
 Milton Perez  
 Ruth Silverman

## AFA DEPARTMENT REPRESENTATIVES:

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 Administrative Business Technology.....M. Debra DeSanto  
 Africana Studies.....Vacant  
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 Art.....Paul Guadagnino  
 Biology.....Robert Femminella  
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 Math/Computer Science & Information Technology.....  
 .....Milton Perez  
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 Philosophy.....Philip Pecorino  
 Physical Sciences.....Michael Zito  
 Psychology.....Brent Nelson  
 Reading/Basic Education Program.....Carl Vinas  
 Sociology/Anthropology and Social Work.....Ruth Silverman  
 Student Personnel Services - Instructors.....Darren Petronella  
 Student Personnel Services - Interpreters.....Jamie Forman  
 Student Services.....Diana Cannone  
 Theatre & Dance.....Charles Albano  
 Unattached Administrative Assistants/Technical Assistants.....  
 .....Vacant

## AFA COMMITTEES:

Constitution/Bylaws.....Chair: Arthur Friedman  
 Members: Gerald Scharfman, Philip Pecorino  
 Elections/Qualifications.....Chair: Rose Tavitian  
 Members: Chris Enright, Rashied K. Sharrieff-Al-  
 Bey, Philip Pecorino  
 Grievance.....Chair: Garry Ouellette  
 Political Action....Co-Chairs: Garry Ouellette/Gerald Scharfman  
 Health & Safety.....Chair: Ken Bellafiore  
 Members: Chris Enright, Faiza Shah, Gail Sobel,  
 Mary Ann Hellmer-Saul, Mary Bagnasco, Pam  
 Vazquez, Robert Femminella, Susan Mitchell  
 Retirement.....Chair: Margaret Renner  
 Scholarship and Grants.....  
 Members: Bonnie Fachler, Jim Hoyt, Jan R. Figueira,  
 Karin Falcone, Milton Perez

Administrative Assistant - Felicia Blackman

Vanguard Editor - Paul Guadagnino  
 Vanguard Preproduction - Grace Schneider



# From the President's Desk



Stefan Krompier

## CONTRACT UPDATE

The process to get the tentative agreement on our new labor contract approved is moving along as expected. I have signed off on the agreement; now the ball is in the college's and Nassau County's court. As the process moves forward, we will keep you apprised through emails. We expected that the Board of Trustees were going to consider our MOA at their February meeting which was cancelled because of inclement weather. We now expect that they will consider it at their

March meeting. We have begun making arrangements to hold an informational meeting on the MOA with our members. An email with the date, time and location of such a meeting will be sent in the upcoming weeks.

## PROMISES/OBJECTIVES

Four plus years ago when I was running for the AFA presidency, I published a list of promises that if elected, I would fulfill. Upon being elected Vice President, Scott Stark and I (along with our newly appointed Chief Information Officer Richard Erben) took those promises and transformed them into objectives that we would work to achieve. These objectives guide us each day as we work in the best interests of our adjunct members and, by extension, the students we serve. I ask you to access these objectives via our AFA website at [www.myafaonline.org](http://www.myafaonline.org). While these objectives have been fulfilled, we will constantly work to enhance our members' employment conditions. One such measure is the adjunct benefits that we are currently rolling out.

## A THANK YOU

On a personal/professional note, I want to thank our Officer Team, Members of our Executive Board, our Committee Chairs/members and our Department Representatives for your great

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work. It is no accident that the AFA has grown remarkably to the current high of 1,716 members. This stellar growth has occurred by recognizing that the AFA is in fact its members. Through bringing every adjunct on campus the recognition that they deserve coupled by recognizing the great contributions of our members, both classroom and non-classroom, we have experienced the magnificent growth within our union “family.”

We have:

- Increased membership by 120%.
- Re-established our contract which had been lost after the strike. Enhanced with wage increases during a fiscal crisis.
- Improved our one-stop website coupled by an editorial change in the *Vanguard's* content.
- Established an almost completely re-written constitution and bylaws that guides the union and serves as an internal “watchdog.”
- Strengthened ongoing efforts and progress in forging collegial relationships that have paid great dividends to our adjunct faculty.

## Build Relationships with Stakeholders

- **We maintain ongoing efforts and progress in forging collegial relationships that have paid great dividends to our adjunct faculty.**
  - **In an effort to avoid conflicts and when necessary to resolve such conflicts, we have established positive relationships with the NCCFT, CSEA, College Administrators, BOT, and Elected Officials who have an interest in maintaining and enhancing the wellbeing of NCC. Our officers’ team meets regularly with NCC’s College President and I as a member of the College Leadership Council meet monthly and as needed to address issues that are important to the success of the college.**

Stefan Krompfer  
President  
Adjunct Faculty Association

## Message from the Vice-President



Scott Stark

A sad truth is that there are at least some students who come to Nassau Community College without the work ethic that is needed to succeed. In the best case scenario, these students learn how to do the work and achieve. In the worst case scenario, they play the victim card and blame us for their failure(s). There are some students who complain to the college saying that they failed because they were discriminated against. When complaints like these are made, the college is mandated to investigate, regardless of how spurious the charge is.

Imagine getting a letter from the college demanding that you appear in Dr. Craig Wright's office of Equity, Inclusion, and Affirmative Action for an investigation. Fortunately, I have not received that letter, but I have received frantic phone calls from members who have. I know Dr. Wright and find him to be as fair-minded as they come. That being said, it does not make this type of situation any easier. When you receive that letter you are in fact being put on notice that there is a possibility you will no longer be employed at the college. What may be even worse is that you are getting a letter saying someone is accusing you of racism, sexism, or some form of discrimination; the Scarlet Letter of our time.

Over the four plus years I have served as your Vice President, I have witnessed the extreme distress this puts on the individuals who have received such a letter. I have been there to comfort them and address the issue with them. I have accompanied them to their meetings with Dr. Wright, and others on campus who handle these situations for NCC. In every one of these cases, the accused member has been cleared of all charges. Rarely, the AFA must engage our legal counsel. When this happens, the bills are quite expensive. Of course, none of that expense is borne by the individual member, as said representation is one of the benefits of AFA membership. I would contend that it is the most important benefit of being an AFA member.

It is extremely important to know that the AFA is here to defend and assist our members should they need it. Another key protection of being a member is that we understand how seniority is applied in our contract. Often, when seniority is violated, it is an honest mistake that is easily cured, usually with just one phone call. Non-members do not receive this service. We know who to call and how to explain the particulars of the violation so that it can be corrected quickly. Non-members, also known as free-riders or freeloaders, often do not even know that their seniority

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has been violated. Not only do they lose the money they would have earned if they had signed a contract for the assignment they were entitled to, but they also lose the added seniority they would have gained.

All adjuncts, AFA Members and those who choose not to be, receive the pay we have collectively bargained. AFA Members and those who choose not to be are entitled to the protections of our collective bargaining agreement. Among the many benefits that AFA Members are entitled to are the critical services provided by the AFA's elected and appointed leaders and our legal counsel that assure that these protections are actuated. Non-members have made the choice not to receive these benefits and protections.

If you have any comments, questions or concerns, please feel free to email me at [scott-stark27@gmail.com](mailto:scott-stark27@gmail.com) or call me at 516-859-0250. As always, it is a profound honor to represent you.

Scott Stark  
Vice-President  
Adjunct Faculty Association

## Adjunct Pay Dates

February, 25, 2019, March 11, 2019, March 25, 2019, April 8, 2019, April 22, 2019, May 6, 2019, May 20, 2019

In order to receive 7 checks, completed contracts must be received and entered by this office before 5pm on Friday, January 18, 2019.

**Click here to join or re-affirm your AFA membership:**  
<http://www.myafaonline.org/membership-application>

# The Inside Scoop

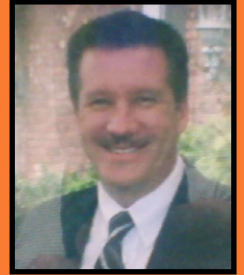
The unseen tragedy in front of us. This is how I would summarize a recent exposé that I watched dealing with the plight of many college students. The program dealt with the difficulties that many students face when they leave the campus each day. We all know that students who face financial hardship are eligible to receive financial aid to pay and/or offset their tuition and associated expenses. What few ever imagine is that some of these students have nowhere to go when they leave the campus.

The program interviewed several students who found themselves in this situation. Several of the students simply lived outdoors, while others lived in an automobile. The students expressed a strong desire to complete their education so that they could turn their lives around and be able to afford the basic necessities of life. Indeed, they went against Maslow's Hierarchy of Needs and bypassed the basic need of shelter as they attempt to ascend the pyramid. The students who were interviewed gave a detailed glimpse into the struggles of their lives.

One student explained how he eats every other day and stays on campus as long as he can studying for his subjects. At the end of the day, he retires to his home,

living below an overpass. He admits that on at least one occasion, despair was so overwhelming that he was contemplating ending his life. He went on to speak of other students at his university that he is aware of that are in a very similar situation to his own. He explained how they are embarrassed to identify their plight and will not come forward. The magnitude of this tragedy is hard to grasp for the very reason that many are ashamed to come forward for help. As difficult as this program was to watch, it was at the same time captivating because it unmasked a tragedy that is unnoticed while it is likely right in front of us.

I feel compelled to use my column this month to share this difficult subject with all of you. Moreover, I want to extend my greatest thanks to the founders and volunteers who have made and continue to make the NEST (NCC's food pantry) available to those in need. Likewise, the organizations and individuals who contribute to



Richard D. Erben

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this great endeavor are doing great things. If but only a single person is spared from going hungry by the offerings of the NEST, then the program has been a profound success. We know that many more than one are benefitting from the great work of the NEST. On behalf of the countless people who will be able to have a meal tonight, I say thank you!

**Richard D. Erben**  
Chief Information Officer  
Adjunct Faculty Association

## Adjunct Spotlight

## Pat Falk

<http://www.patfalk.net>



By Ruth Silverman

Pat Falk did not start out wanting to be a teacher. She started out as a poet. When she was six, she learned to play the piano, including Bach, Chopin, etc. One day, her father took her to his law office in Manhattan where she started to play on the electric typewriter. What came out was not music but words

that she arranged on the page with sheer joy. She became a poet. However, the world had to wait awhile before she became a teacher of writing and poetry.

In school, she learned about stories and ideas, and knew that she wanted to be a writer, but not a teacher. Back in the sixties, if anyone had predicted she would end up a “teacher” she would have said they were out of their mind. She had taught herself to play the guitar and set her poetry to music but had not considered going to college. People were not listening to the words. Needing more intellectual stimulation and being bribed by her father with a car, he insisted that no decent man would want to marry her if she did not have a college education. Thus, she enrolled at Queensborough Community College. She went on to complete her graduate work at the Graduate Center of CUNY.

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## Adjunct Spotlight

### Pat Falk

<http://www.patfalk.net>



She was now on her way to becoming a writer, but how did she become a teacher? CUNY had a Mellon Fellowship program in which participating faculty who were accepted were replaced in the classroom with an intern. Pat received one of the internships in teaching and replaced someone at Nassau Community College where she taught her first Eng.102 course. Soon she accepted a tutoring position in the English Department's Writing Center and she then moved on to become an adjunct professor. She was encouraged, by people in the department, to apply for a full-time position and eventually became part of the full-time faculty. Eventually she moved up the ranks to full professor, teaching all levels of composition, Women's Studies, Women Writers, Modern Poetry and Modern British Literature. She retired in 2015 and has returned to her roots once again as an adjunct professor.

Since becoming an adjunct the second time

around, she has come to have a great appreciation for the AFA. Having an adjunct office that is nicer than her full time office makes her feel that she is still a professional and not a hired hand. It's been her love of the students and her commitment to writing and education that keep her in the classroom. This is how she introduces herself to her students: *"I'm not a 'teacher.' I'm a writer, and I'm here to share the tools of writing and inquiry with you."* She insists her students learn to think for themselves and write with honesty and power. She knows that she has a union that will support her if she should become involved, as in the past, with a student grievance.

She considers her retirement a lateral shift, now able to devote more time to writing while remaining involved with the College. Her third collection of poetry, *A Common Violence*, will be released by Finishing Line Press this June. It follows her two earlier poetry collections, *In the Shape of a Woman* (1985) and *Crazy Jane* (2007). She also published a literary memoir, *It Happens as We Speak*, which received a Faculty Distinguished Achievement Award from SUNY, and is completing another prose work, *Abortion 1962: A Collective Memory*. An essay

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## Adjunct Spotlight

gleaned from that manuscript, “*Piecing It Together*” was awarded \$2,500 and published in Creative Nonfiction as part of a celebration of the 200th anniversary of Mary Shelley’s *Frankenstein*. Social justice propels her writing and activism, while long walks with her dog, Molly, allow her to reflect and commune with nature. She has received the SUNY Chancellor’s Award for Creative Work and has been described by the American Book review as a “visionary...creating a new language,” but she is most at home watching trees change through the seasons and following the arc of a flock of geese in the clouds.

The final poem of her new collection is titled “*A Group of Sticks*”:

the tree by my pond is full of leaves  
except for the shock of bare dead limbs

jutting out at several angles

a tangle of wood in the daylight  
by evening half obscured

in leafy thickness

in moonlight just a group of sticks  
lit by the soul

[www.patfalk.net](http://www.patfalk.net)



# Save the Date

March 1, 2019  
10:00 AM to 2:00 PM  
CCB 252-253

**The Assessment Committee of the Academic Senate**

Presents

NCC's

## Faculty Assessment Orientation

Please join us for an informative presentation  
highlighting Assessment Practices:  
Including A Panel Discussion  
on

**Creating a Successful SUNY Program Review**

Featuring Guest Speaker,  
Dr. Michael Goodstone, Provost,  
SUNY Farmingdale

**Lunch will be served**

**Kindly RSVP to:**

<https://goo.gl/forms/i9DiWwIVlnXo3rAl3>