

VANGUARD

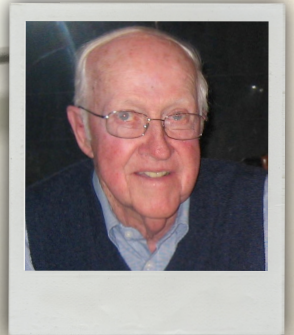
Official Newsletter of the Adjunct Faculty Association at Nassau Community College
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ADJUNCT
AFA
FACULTY
ASSOCIATION

Message from the Vice-President



Scott Stark

Not too long ago, I was deeply concerned about the future of the AFA. We went years with no new contract, the membership was fractured, and the “leadership team” was listen-

ing to nobody and taking us down a path of self-destruction.

We faced a three way election against the incumbents. Many people said they couldn’t be beaten. Many were certain the three way race would guarantee a victory for them. As much as I was concerned, I was more worried the AFA would continue down the same damaging path it had been on for a number of years. I was dispirited and ready to drop out of the race. Stefan Krompfer had the calming influence and wisdom to convince me of the error of my thinking. He had a vision for the future of the AFA diametrically opposed to the path we were on. He was tired of the rancor and divisiveness. He was the leader we needed, and I consider myself so fortunate that he chose me, from hundreds of people, to run at his side.

We took office on January 1st. By March, we had an agreement on a contract our members overwhelmingly ratified. An overwhelming majority (over 80%) approved the contract even though there were disruptive forces on campus spreading half-truths and out-and-out untruths regarding the negative implications our contract ratification would have on our ability to criticize what we perceived as negative actions of the administration and the Board of Trustees. I am

proud to say by the end of our first semester in office we had rebuilt many of the bridges our past leaders had burned with their scorched earth strategy.

Recently, you filled out a survey that dispelled the theory the adjunct classroom faculty are a group of itinerant part time teachers. You put to rest the idea we’re a group who travel from college to college, who don’t have the time or desire to interact with students beyond the classroom. We are currently working with the administration to expand our role outside the classroom. I believe that we, in an expanded role to serve the students who enter our doors each day and working in concert with all campus full time fac-

ulty and staff, create a synergy that serves as a model for colleges and universities throughout the country.

We are part of a wonderful college community called Nassau. I won’t report to you all is perfect and there is no room for improvement. I will say that your leaders work hard each day to preserve what’s been achieved and improve your ability to serve your students in new and better ways. Nassau Community College is a shining light

among community colleges. It is you, our members, the ones I am so proud to represent as your Vice President, that play a vital role in that. I look forward to another year of progress.

I want to thank each and every one of you for the magnificent work you do on behalf of the students of Nassau Community College, and I want to thank you for the opportunity to represent you.

May this holiday season bring you health and happiness.

Sincerely,
Scott Stark
AFA Vice President



From the President's Desk



Stefan Krompfer

Hello All,

I want to thank all adjuncts for the contributions you make on a day to day basis to the students who pass through your doors. Your collective character and brilliance make me proud to serve as your president.

I wish you and yours the happiest of holidays and a fruitful new year.

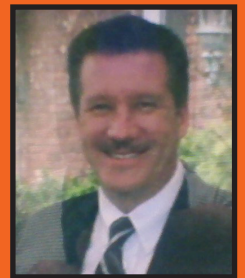
Sincerely,
Stefan Krompfer
AFA President

The Inside Scoop

I sincerely want to thank all of the members who have contributed to making this a great year for our great union. From the hundreds who have become members to the countless individuals who have contributed their time and their talents...I thank you.

I wish you a safe, happy and restful holiday season and a new year filled with dreams come true.

Richard D. Erben
Chief Information Officer



Richard D. Erben

Message from the Editor

I am extremely grateful for the opportunity to serve the AFA as the Editor of the *Vanguard*. It has been a pleasure observing the wide array of changes within the AFA over the past year, and at the same time documenting such developments for posterity within the *Vanguard*.

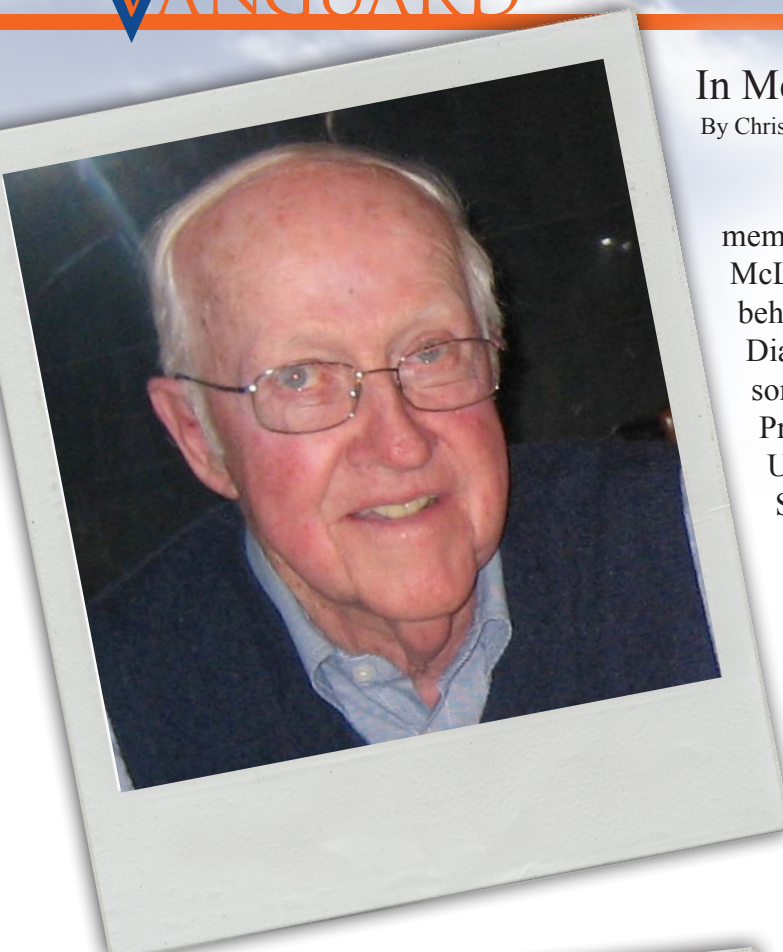
Last year it had been my fervent hope that one day the *Vanguard* would be a clear beacon of information for adjuncts, as well as a tool for propelling the union forward. The overwhelmingly supportive comments I have received about the *Vanguard* under my tenure has been humbling, and hopefully indicative of movement in the right direction.

I hope this holiday season finds you happy, healthy, wealthy, and wise.

Paul Guadagnino
Editor



Paul Guadagnino



In Memoriam: Neil R. McLellan, 1935-2015

By Christine M. Kallinger-Allen, AFA Recording Secretary

On October 28, 2015, the AFA and NCC lost founding member, long-time educator and esteemed colleague, Neil R. McLellan. Neil resided most of his life in Freeport and leaves behind wife of 57 years, Doris Bretzger McLellan, daughters Diane McLellan Morrison and Jeanne McLellan and grandson Sebastian Winter. McLellan served NCC as Adjunct Professor of English, having started in 1963. A Columbia University graduate, Neil also taught at Freeport High School and Memorial Junior High School in the Valley Stream school district and rose to the presidency of the Valley Stream Teacher's Association. He was a very proud and supportive grandfather to Sebastian, who shares his love of reading, chess, horse racing, history and baseball caps. Neil loved teaching and mentoring teachers and students, baseball, horseracing, and history.

To best honor the memory of Neil, here follow tributes written by AFA members and his colleagues. These tributes appear unedited.

Neil McLellan served Nassau Community College as an adjunct instructor for so many years. He was a well-liked professor and an amiable and helpful colleague. He also served the college as an executive board member for the AFA. Always the gentleman, he and I had many conversations that were beneficial to my continued growth as a teacher. I met Neil when I first started at Nassau. He was always very cordial and helpful. I will miss our conversations.

-Lorraine Mund, Professor Emerita and Adjunct Professor of English

I knew Neil for many years at NCC. I have been teaching at NCC, both full-time and part-time for 33 years now. In that time, I have been privileged to get to know many so-called pure adjuncts. Neil was always a gentleman and a scholar to me, and he was the kind of man who would always give you a moment for a quick chat too! I am deeply saddened by the news of his too soon demise.

- Michael J. Anzelone, Professor of English

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Neil McLellan not only represented the AFA as our Financial Secretary for over twenty years, he was also a distinguished English Professor for 50 years. His commitment to the AFA membership growth and student achievement was second to none. Despite his recent ailing health, Neil was still on the phone getting feedback, seeking ways to expand membership and to strengthen our bargaining position. Finally, I feel sad to have lost a dear friend who left us a legacy we should all cherish and continue in his honor. I will miss his sharp mind and Irish wit.

- Carl Petersen, Adjunct Professor of Reading and Basic Education

Neil was a true master teacher. He was an appreciator of the fine arts including theatre and dance. He was a collector of sports memorabilia of many types. He was a close follower of horse racing and spent several weeks a year in Saratoga attending the races and the theatre. He spent much time teaching creative thinking. He was an avid golfer. He was a proud graduate of Columbia University and worked for many years at fund raising for the institution. His family has endowed a scholarship to be awarded at the annual AFA scholarship luncheon.

- Robert Gaudino, former AFA Vice President, Adjunct Professor of History, Political Science, Geography

My opinion of Neil changed during the Summer of 2014 when the AFA's Officers and Executive Board members were called to the college for a negotiation session. Neil supported my views and voiced that my opinions were valid and should be considered by the then AFA President. This led me to believe that Neil was a man of strong opinions and was not a blind follower. I fondly recall his use of the word "machine" for "computer" in discussions of the program he used to track AFA membership. This usage reflected an adoption of the new technology, with likely nostalgia for old ways. Neil surely was an impassioned union man and true gentleman.

- Christine Kallinger-Allen, AFA Recording Secretary and Adjunct Professor of Foreign Languages

I just recently heard about Neil's passing, and can only say he was a great gentleman, and professional, and was an officer who always shared whatever information he had with the rank and file. I covered for him a few times when he was recovering from some surgeries. He will be missed.

- Stuart Kaufman, Adjunct Professor of English

In Neil's Memory: Dedicated; Objective; Persevering; Kind; Generous; Loyal; Sharp.....At Peace....Amen!

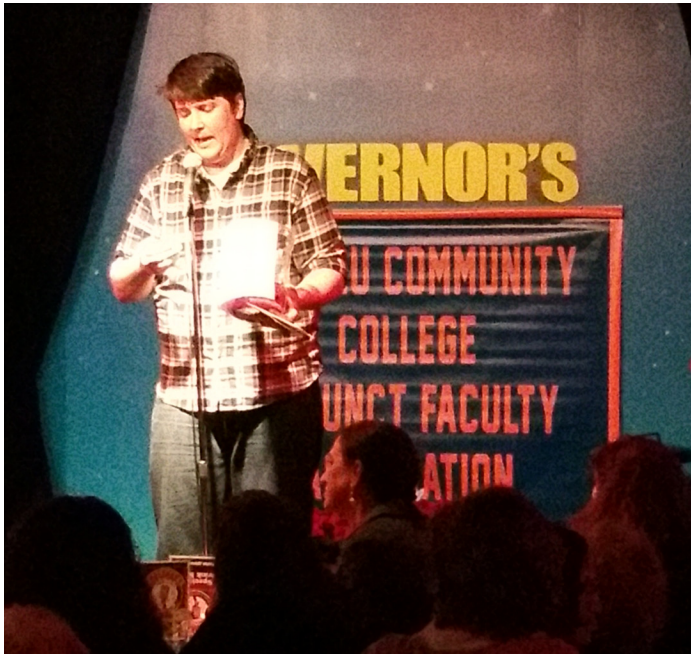
- Chris Argento, Associate Professor of Hotel and Restaurant Technology



AFA BENEFIT FOR “THE NEST” AT NCC



On Wednesday, December 9th, the AFA held a night of comedy as a fundraiser for “The Nest.” The Nest is Nassau Community College’s newly opened food pantry. 100% of the ticket sales from this night of laughs is being donated to the The NEST.



The NEST (Nassau: Empowerment and Support for Tomorrow) is committed to fostering health and well-being by providing nourishment and other vital supports to all members of the campus community.

Attendees enjoyed a night of food, drink, and jokes at Governor’s comedy club of Levittown, NY. Currently, members can view a video photomontage of the event on the front page of the AFA website at www.myafaonline.org.



AFA Holiday Party 2015



NYSTRS Update

Editor's Note: On December 10th, the following message was emailed as an attachment to the AFA email list. It is a follow-up from our AFA NYSTRS Representative Magaret Renner's report, which she gave at the October AFA General Membership Meeting. This information, for the most part, only applies to those members who are retiring as of January 1st, 2015 and who received a retroactive paycheck on December 2nd.

Dear Colleagues:

Below is the information which I received regarding the NYSTRS' Retroactive Pay Procedure.

NYSTRS' Retroactive Pay Procedure:

The NYSTRS monthly reporting system should be used to report all payroll disbursements (including retroactive payments) for NYSTRS members in accordance with a valid employment contract approved by the employers' board of directors regarding the retroactive payments for an individual member.

Multiple Step Process:

As you know, it is a multiple step process when there is a contract with retroactive salary payments.

1. Your employer will report the retroactive payments to us when the payments have been made.
2. If the active member reviews his/her last 5 years of salary in the next Benefit Profile after the report has been processed, there will be a change if those years were affected but the salary quoted in old Benefit Profiles will not change because each Benefit Profile is a "snapshot" of the facts at the time the Benefit Profile was produced.
3. After the report has been processed/posted,

there may be retired members for whom the pension amount will need to be revised. If a retiree's pension is increased because of a revision in retroactive salary payments, that retiree will receive a letter that quotes the new pension amount and the amount of "retroactive" difference in the pension that will be paid to the retiree.

Suggestion:

If you wish to read the instructions for SUNY and Community Colleges for reporting Retroactive Payments, they are in Section 3, item G of the NYSTRS Employer Manual, and they can be viewed at <https://www.nystrs.org/Employers/Employer-Manual/03>.

I believe that the information is clear. Please do not hesitate to contact me (516-541-0594), if you have further inquiries.

Warm regards,

Margaret A. Renner, Ph.D.
AFA NYSTRS Representative
Nassau Community College

Call for Submissions

Dear Colleagues,

Prior to taking office, we knew that in our midst existed a distinguished and accomplished adjunct faculty. After taking office, we had the opportunity to meet and speak to many of you and that is when we quickly realized that we had underestimated the depth and magnitude of how accomplished our adjunct faculty are. Our underestimation, in large part, was because our adjuncts never had the opportunity or forum to share their accomplishments with others. Consequently, our adjunct faculty has continued on as the “hidden gem” of our institution. That closed door approach is about to end with our January issue of the *Vanguard*. The main theme of our January 2016 *Vanguard* will be a spotlight on our adjunct faculty.

I strongly encourage all adjuncts (pure and dual employed full time) to submit a piece on your personal, professional or community accomplishment by emailing admin@myafaonline.org with your name, department, academic degrees, number of years at NCC, and a brief description of your accomplishment. It might be an award you received, a published article, a book, a paper, volunteer work, etc.

Each month the *Vanguard* is distributed to 3,200 adjuncts, college administrators, members of the Board of Trustees and state and local politicians. Additionally, the *Vanguard* is disseminated through our social media outlets and appears on our website.

Richard D. Erben
Chief Information Officer

