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VANGUARD

Official Newsletter of the Adjunct Faculty Association at Nassau Community College
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FROM THE PRESIDENT'S DESK

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ADJUNCT
AFA
FACULTY
ASSOCIATION

ADJUNCT AFA FACULTY ASSOCIATION

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Vice President - Scott Stark
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Frank Nappi, Jr.
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From the President's Desk



Stefan Krompfer

Here we are at the beginning of what might be characterized as the AFA election season. All elected positions are open.

Rose Tavitian, AFA Elections Chair, has made sure to have communicated to you the process that needs to be followed to run for the offices of President/Vice President, Secretary, Treasurer, and Department Representatives. Furthermore, in advance of the elections for At-Large Executive Board Members, Rose will furnish everyone with complete details relating to the process to run in that election. The duties and responsibilities for each position are clearly spelled out in our newly ratified Constitution and Bylaws. These documents can be accessed online at <http://myafaonline.org>. Click the "AFA Documents" tab then click the labels "Constitution" and "Bylaws."

It was about this time, two years ago, that I began my run for office. As I made my rounds securing signatures on my petition, many adjuncts made statements and asked questions such as: I didn't even know there was an election; When is the election for President?; I tried to get a copy of the AFA

Constitution but no one would give me one; I have worked here for thirty years and I don't remember any elections. All of this is a part of the AFA's past. Officers and Department Representatives will be elected later this month and the At-Large Executive Board Member elections will take place in December as required by the AFA Constitution.

All candidates are free to campaign within the parameters set by the college. There will be no electioneering via the *Vanguard*. All those running for office are invited to provide a 100 word statement supporting their candidacy. These statements will be included with the ballot that goes out via Electionbuddy. Voting for both elections will take place over two separate five day periods. The dates of each of the voting periods will be announced prior to each of the five-day election periods.

Please exercise your right to vote. A large turnout will signal to those on and off campus that NCC adjuncts are united and strong.

Stefan Krompfer
President
Adjunct Faculty Association

Message from the Vice-President



Scott Stark

As I finished a cup of coffee on my backyard deck, a leaf fell off and landed in the coffee mug I had just finished drinking from. The leaf served as a reminder that the temperatures will be falling and the foliage on the Meadowbrook Parkway will soon look like carnival clowns holding giant bunches of yellow, orange, red, and green balloons. As I started thinking of the changing season, I began to reflect upon the changes in my life over the last few years. It was obvious to me that the most significant change for me, other than my children growing older, has been my involvement with the AFA.

In my first piece for the *Vanguard*, I wrote that it is the AFA membership, individually and collectively, who are the true leaders of our association. It is your brilliance and the collective brilliance of all adjuncts who are taking the AFA to new heights. What heights we have achieved in less than two years!

The AFA was in tatters in the fall of 2014. I could not be more proud when I say that we have increased our membership from 796 to 1300: an increase of 63%! This really occurred twice as we had to re-sign all of our members up, due to the poor recordkeeping of the past AFA. I cannot thank Rich Erben, Chief Information Officer, enough for the amazing job he did in spearheading that effort.

After almost six years with no contract, we were able to negotiate a fair and reasonable contract for our members in one night. That contract restored the seniority system, our grievance procedure, preserved jobs in the writing center, and brought us reasonable pay raises after five years of no raises. All other aspects of our contract were likewise restored. I would be remiss if I did not acknowledge Bob Femminella, who was an instrumental member of the negotiating team that was able to secure this contract.

Our communications have been upgraded from almost non-existent to a state-of-the-art vehicle that enables us to interact with you in real time. Again, accolades to Rich Erben. The *Vanguard* is truly the Official Newsletter of the Adjunct Faculty Association at Nassau Community College. The hard work of Paul Guadagnino, our *Vanguard* Editor, must be acknowledged. Paul has created a state-of-the-art digital newsletter that reflects the collective brilliance and professionalism that our adjuncts bring to NCC students daily. The Member Spotlight pieces written by AFA Secretary, Christine Kallinger-Allen, have been superb. She has captured the essence of each of the subjects she has written about and who they are, and by extension, who we are. Also know that the *Vanguard* has gone from costing our members tens of

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thousands of dollars per year in salaries, printing, and postage, to the minimal amounts reflected in our budgets today.

Speaking of budgets: we NOW have them! I cannot begin to express my gratitude and admiration for the job done by our Treasurer, Barbara Gregorio. Not one nickel is spent without the proper oversight and recordkeeping that is called for in our Constitution and Bylaws. Barbara has transformed the paper-and-pencil/pen accounting system she inherited into a digital recording and reporting system that ensures complete financial transparency. We must expressly thank Barbara for leading the internal audit of our financial records for the years of 2010 through 2014, the last four years that the former leadership held office. She worked diligently and effectively with our new accountant Anthony Scro to produce the results we reported to you at the September 24th General Membership meeting. The fact that Barbara was a practicing accountant played an essential role in the auditing process that followed.

I would be remiss if I didn't mention the tremendous leadership of our President, Stefan Krompfer. Without his vision, I wonder where we would be today. Would the AFA have continued to exist? I do know that through his leadership, "YOUR AFA" is much stronger than it has ever been. It is one that listens and learns, and is inclusive, not exclusive. I do know that through his leadership, "YOUR AFA" is poised and positioned to work with stakeholders on and off campus to lift Nassau Community College to new and great heights.

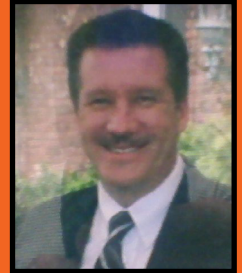
Together, we will help lead Nassau Community College back to the top! We will once again be considered the best Community College not only in the state, but in the nation. I have this confidence because I have met so many of you over the last year and three-quarters. I have gotten to know you and I know what your collective brilliance and professionalism brings to this college. I am so excited to see what the days, weeks, months, and years ahead have in store for us.

Thank you for trusting us to help Nassau Community College and, in turn, the AFA reach the heights we presently have attained. It will only get better from here.

Scott Stark
Vice-President
Adjunct Faculty Association

The Inside Scoop

One can drive the same route for many years and more than likely will make general observations such as the scenic attributes of that route. However, when that individual walks that very same route, they observe things that they never noticed while driving. The fine details emerge of the surroundings that they travel. They suddenly notice the small attributes that together create the scenic beauty that they observed as a driver. In much the same way, I view my relationship with adjuncts. For many years, I have been aware of the quality and commitment of our adjunct faculty.



Richard D. Erben

Once I became more involved with the AFA, I quickly realized the magnitude of the quality and commitment that they bring to NCC. Over the past two years, I have had the privilege of meeting many adjuncts across our campus. Again and again, I have observed the greatness of what they do. From the classrooms to the labs; from the offices to the library and every other imaginable place that our adjuncts work, I have observed great commitment to our students. On a number of occasions, I have witnessed adjunct professors meeting and assisting students in hallways throughout our campus.

Once I learned of the actual magnitude of the contributions made by our adjunct faculty, I decided that it was appropriate to devote an issue highlighting our adjuncts and their accomplishments. The response was overwhelming to the point that this feature became a three-part series in the *Vanguard*. The AFA is thriving more than ever because of its members. Today, our membership is considered to be one united group. Whether you are a classroom member, non-classroom member, or professional adjunct, you are a critical person in the AFA. Likewise, both pure and full-timer adjuncts stand side by side as a united force.

We have proven that there are no limits to what we can accomplish when we work together.

Richard D. Erben
Chief Information Officer
Adjunct Faculty Association

AFA Grant Recipient Report

The Adjunct Faculty Association of Nassau Community College 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 student body 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, requirements, and applications.

From July 10 to July 15, 2016, I attended an Interdisciplinary Summer Seminar held at Stanford University in Palo Alto, California, organized by the Institute for Constitutional History (ICH) and the Stanford Constitution Law Center. ICH has hosted numerous seminars at various institutions around the nation. Currently located at the New-York Historical Society and George Washington University Law School, ICH was founded by Maeva Marcus, PhD, as a way to bring more focus on the U.S. Constitution into the undergraduate classroom. This is an endeavor I firmly believe in and seek to achieve in my own role as an adjunct.

The focus of the seminar I most recently attended—and which the NCC AFA generously awarded me a grant—was titled "The Reconstruction Amendments: Freedom, Equality and the American Constitution." Discussing the important and groundbreaking Thirteenth, Fourteenth and Fifteenth Amendments that were ratified following the Civil War (in 1865, 1868 and 1870, respectively),

the eleven participants from around the country selected to take part in the course brought diverse academic backgrounds in law, history and political science to our analysis.

The supplemental reading material assigned by the two instructor/facilitators focused on differing interpretations of the Constitutional selection's words and clauses. It allowed for very productive and enlightening engagement about our own thoughts and analyses and how to best use the experience in our instruction.

Thank you to the NCC AFA for the continued support to help make programs like the one I attended accessible and affordable. Not only have I as an instructor benefit from the experience, but I have no doubt my students will get a benefit out of it as well.

James Coll
Adjunct Professor
Dept. of History, Political
Science and Geography