

**Passed March 24, 2024**

**From:** NCCFT Executive Committee

**To:** All Members of the NCCFT

**Subject:** Consideration of a Vote of No Confidence in the Leadership of Nassau Community College

**Date:** March 22, 2024

**Whereas,** Nassau Community College is governed by New York State Community College Regulations, the policies and procedures of the State University of New York, and the Nassau Community College Board of Trustees *Policies*, and

**Whereas,** Nassau Community College is accredited by the *Middle States Commission on Higher Education (Middle States)* as an institution that meets its standards to make its students eligible for Federal funding

**Whereas,** the full-time faculty has lost confidence in the leadership of Nassau Community College, that is NCC Board of Trustees (“BOT”), Chief Administrative Officer (“CAO”), Maria Conzatti and her Senior Administration.

**Whereas,** the following background information is necessary to understand the context of this resolution:

- The New York State Community College Regulations give a college’s Board of Trustees (the ultimate responsibility for administration of the college, including the selection of a Chief Executive Officer, which must be ratified by SUNY BOT).
- Nassau Community College has ten trustees, five appointed by the Nassau County Executive, four appointed by the governor of New York and one elected by the students.
- Six of the current trustees, including the Chair and Vice-Chair, are in holdover appointments, that is, their terms have expired, but no replacement has been appointed; one trustee’s term ended in 2017, another’s in 2019. There is one vacant seat. The current student trustee was not elected by the student body as required under NYS Education Law section 6306 (1) and NCC Board of Trustees Policy 1200.
- Five of the current trustees, including the Chair and Vice-Chair, were members of the board *when the college was placed on probation by Middle States* in 2016.

This report, dated April 16, 2016 imposed these specific requirements on the trustees:

- Standard 4: Leadership and Governance. The trustees ***must appoint a permanent president***; they must establish an organized and systematic way of orienting new board members; they must establish an organized and systematic way of self-assessment and evaluation. (Emphasis added).
- Standard 6: Integrity. The Board of Trustees must ensure the integrity of all hiring practices throughout the College; ***they must ensure the integrity of the presidential search process***; they must prevent political intrusion into the business of the college. (Emphasis added).
- The April 2016 Middle States Report required the college administration to meet Standard 2 (Planning, Resources, and Institutional Renewal), Standard 3 (Institutional Resources), Standard 5 (Administration), Standard 7 (Institutional Assessment), and Standard 14 (Assessment of Student Learning). CAO Conzatti and her administration have failed to adequately address these under the current standards (13th edition, MSHE Standards), specifically what is now Standard 2, Ethics and Integrity, Standard VI, Planning, Resources, and Institutional Improvement, and Standard VII, Governance, Leadership, and Administration. Failure to meet the aforementioned Standards put our upcoming re-accreditation in jeopardy.
- Since the retirement of Sean Fanelli in November, 2009, Nassau Community College has had the following Chief Executive Officers: Donald Astrab, Kenneth Saunders, Maria Conzatti, Thomas Dolan, Hubert Keen, Jermaine Williams, Donna Haugen and Maria Conzatti again; **five of these have held office since 2016 when Middle States required the trustees to appoint a permanent president** and ensure the integrity of the presidential search, and

**Whereas**, the NCC Full-time Faculty has determined that the NCC BOT, CAO Conzatti and Senior Administration have failed to fulfill their responsibilities to the college and the wider community, and

**Whereas**, the NCC Full-time Faculty has determined that some of these failings are similar or identical to failures identified by the Middle State Visiting Team in 2016, and **Whereas**, these failures include, but are not limited to the following:

## **THE COLLEGE PRESIDENCY**

Based on proceedings, it is our belief that the most recent presidential search was never intended to be an honest search; the Board of Trustees had its preferred candidate, Maria Conzatti, and determined to appoint her no matter the search committee's decision. The BOT wasted the

\$100,000 paid to the search firm along with the hard work of the search committee. Over the previous decade hundreds of thousands of dollars of public money has been expended by this BOT on search firms for tainted, failed searches.

Since 2022, Maria Conzatti has held three different titles. The most recent, Chief Administrative Officer, appears to have been deliberately designed to allow her to become the de facto President, without the required approval by the SUNY Board of Trustees. While it has been a year since the NCC Board announced that none of the five presidential candidates received the six necessary votes to be appointed, it has taken no official steps to begin a new search, and there is reason to believe it will not do so. This behavior is broadly similar to the trustees' behavior in the presidential search involving Kenneth Saunders, which led to the Middle States requirement that the trustees hire a permanent president. Since a number of the current trustees were on the board during that search, they are aware of this fact. **Therefore, we conclude that the college's board is deliberately defying Middle States and SUNY**, jeopardizing the college's accreditation and future existence. The following detailed timeline of the most recent presidential search makes this clear.

- In December 2021 President Jermaine Williams resigned as president of NCC.
- On January 11, 2022, the NCC Board of Trustees appointed Donna Haugen, college counsel, Officer-in-Charge.
- On May 3, 2022, the SUNY Board of Trustees approved a resolution appointing Maria Conzatti as Interim President of Nassau Community College, subject to the following conditions:

1. Her appointment was to "...continue until the earlier of April 30, 2023, or such time as the SUNY Board of Trustees, by resolution, approves the appointment of a permanent president," and

2. She "***will not be eligible for, or be considered as a candidate for***, the position of permanent president." (This proviso is consistent with SUNY Guidelines for Community College Presidential Searches, which recommend that internal candidates not be considered for a permanent presidency). (Emphasis added).

- On May 10, 2022, the NCC Board of Trustees approved a fee of \$100,000 for RH Perry & Associates. (Board Chair Gardyn's email to the college community dated September 2, 2022 indicates that this was the search firm chosen by the board to support the presidential search).
- On June 14, 2022, the NCC Board of Trustees approved the composition of a Presidential Search Committee.

- On December 13, 2022, the SUNY Board of Trustees approved a resolution appointing Maria Conzatti Acting President of Nassau Community College “until June 30, 2023 or until the Board of Trustees, by resolution, approves the appointment of a permanent president, whichever comes first.” It is unclear whether this appointment rendered the provisos attached to her previous appointment null and void.
- In an email dated March 2, 2023, the NCC Board of Trustees announced the names of five finalists in the presidential search, and the schedule for an open forum for each of them. Maria Conzatti was not one of the finalists.
- At its March 14, 2023 meeting, the NCC Board of Trustees announced that none of the five candidates had received the necessary six votes, “and therefore, *the presidential search is ongoing* and the Board will continue interviewing candidates.” (Emphasis added).
- At its September 12, 2023 meeting the NCC Board of Trustees approved a resolution appointing Maria Conzatti “*Chief Administrative Officer of Nassau Community College with all of the duties and responsibilities of the position of Acting President of Nassau Community College*, pending the consideration of approval of her appointment as President of Nassau Community College by the Board of Trustees and Chancellor of the State University of New York.” (Emphasis added). Upon information and belief no approval for this appointment was sought by the NCC BOT or granted by the SUNY BOT.

## ADMINISTRATIVE INSTABILITY

The following Middle States Standards are relevant to this section:

Standard II: Ethics and Integrity. This standard states that an institution “*must...adhere to its policies.*” Furthermore, an accredited institution must possess or demonstrate “*fair and impartial practices in the hiring*, evaluation, promotion, discipline, and separation of employees,” and “periodic assessment of ethics and integrity.” as evidenced in institutional policies, processes, practices, and the manner in which these are implemented.” (Emphasis added).

Standard VII: Governance, Leadership, and Administration This standard requires an accredited institution have possess or demonstrate that the Chief Executive Officer “has the assistance of qualified administrators, sufficient in number, to enable the Chief Executive Officer to discharge his/her duties effectively,” and “systematic procedures for evaluating administrative units and for using assessment data to enhance operations,” and “periodic assessment of the effectiveness of governance, leadership, and administration.”

In its April, 2016 report, the Middle States Visiting Team made the following observations about Nassau Community College, which informed its ultimate conclusions:

“The College has experienced a prolonged period of instability at the senior levels of institutional leadership. *Positions have been filled with acting or interim staff.*” (p. 10). (Emphasis added), and

“This lack of stability at the highest levels of leadership has resulted in an inability for the College to rally around a shared vision and/or a set of priorities related to the current or future academic mission of the college.” (p. 10), and

“Throughout this time period, Deans’ positions and that of the Vice President of Academic Affairs *has been in constant flux.*” (p. 11). (Emphasis added).

Furthermore, the Nassau Community College Search Guidelines for Administrator positions (May, 2023 revision) states as follows:

- The search process was “designed to encourage consistency, *fairness and transparency* in the way we deal with applicants and interview candidates,” (p. 3), (Emphasis added), and
- The search process “applies to the appointment of all non-temporary professional staff and managerial/confidential staff vacancies,” (p. 3), and when an approved vacancy exists or a new position is approved, “the President and/or hiring Vice President/Department Head, with the approval of the President, *shall appoint* a Search Committee to initiate a search to fill the vacancy.” (p. 3). (Emphasis added), and in the composition of the search committee, “special attention should be given to assuring representation from the area over which, or within which, the new hire will work.” (p. 4), and finally,
- According to a presidential approved April 1990 Academic Senate resolution search committees “*shall reflect a faculty majority* when positions directly related to academic matters and when vice-presidential positions are involved.” (Emphasis added). There has not been a faculty majority on such search committees.

As noted above, Nassau Community College has had five Chief Executive Officers since Middle States required the trustees to appoint a permanent president. Only one of them, Dr. Jermaine Williams, was hired as the result of an open search. It should be noted that the NCC BOT’s first choice to be president was Maria Conzatti but she was rejected by then SUNY Chancellor Johnson.

In that same time period, the following has occurred:

- The college has had three Vice-Presidents for Academic Affairs, and only one was the result of a full Affirmative Action search. The college has not had a permanent VP for Academic Affairs in almost two years, and the current occupant of the office is acting.
- The college has not had a permanent Vice President for Finance for almost two years; multiple persons, holding a variety of titles, have been at the helm of the college's finances. It appears that the college has also eliminated the college's comptroller position under CAO Conzatti.
- There has also been an endless succession of Acting or Interim Deans, none of whom was hired as the result of a full Affirmative Action search. One acting Dean resigned in August 2023 while two Acting Deans resigned at the same time in December 2023. Currently, there is only one acting dean. Although the college has appointed a Search Committee to fill the current vacant academic dean positions, the composition of the committee **violates both the Academic Senate Resolution from 1990 and the May 2023 revision** of the procedures for appointing senior administrators, and therefore also violates the Middle States requirement that institutions adhere to their own policies.
- A number of administrators have been appointed as "permanent," despite the fact no affirmative action search was conducted.
- Running a presidential search with a predetermined outcome, and maneuvering to keep a temporary Chief Executive Officer permanently in office, **is neither fair nor impartial**, as required by Middle States and has harmed the college.
- The continuous appointment of Interim or Acting administrators, over multiple years, appears **deliberately designed to avoid fair**, transparent, and open searches for those positions. It has resulted in recycling internal employees and eliminated the introduction of external administrators with innovative perspectives.
- The administrative instability that the Middle States Visiting Team called attention to in their April, 2016 report, is, if anything, **worse now than it was in 2016**.

Since it is clear that both New York State Community College Regulations and Middle States Standards give the Board ultimate responsibility for the due and proper administration of the college, and it is impossible to believe that the Board is unaware of the administrative chaos it is presiding over, **we are again forced to conclude that the board is deliberately defying Middle States; we can see no other plausible explanation.**

## **DESTRUCTION OF SHARED GOVERNANCE**

Shared governance, a cornerstone of effective academic institutions, is enshrined in various regulatory frameworks such as the New York State Community College Regulations, Middle States accreditation standards, and the NCCFT Collective Bargaining Agreement. These instruments are designed to foster transparency, inclusivity, and accountability in decision-making processes within colleges and universities.

Middle States accreditation standards, particularly Standard VII, underscore the importance of a transparent governance structure delineating roles and responsibilities for all stakeholders, including governing bodies, administration, faculty, staff, and students. Standard VII emphasizes the necessity of a legally constituted governing body overseeing policy matters pertaining to the quality of teaching, learning, and degree programs.

Further emphasizing the significance of shared governance, the Nassau Community College Federation of Teachers (NCCFT) Collective Bargaining Agreement (CBA) establishes the Academic Senate as that body which “shall provide the College community with voice in general educational goals and policies as well as other matters of concern to the College community,” and gives it the power and responsibility “to examine, approve and recommend curricula for examination by the President, and “to provide a forum for the consideration of academic matters of mutual interest to the College community.” (Sections 20-1, 20-1.1 and 20-1.4). This recognition underscores the vital role faculty play in academic decision-making processes.

However, despite the clear delineation of responsibilities outlined in these agreements and standards, recent developments have highlighted significant lapses in shared governance at Nassau Community College. Middle States defines a college’s Strategic Plan as the core document that guides the college. At the December 20, 2016 meeting of the Academic Senate, President W. Hubert Keen indicated that the college’s Strategic Plan would be presented to the Academic Senate for review, and if it identified any problems, it would be returned to the Institutional Planning Committee for revision. He went on to state, “There is no intention to bypass the Academic Senate with respect to the Strategic Plan,” referring to the Academic Senate as a “critical body” in terms of reviewing the work that is recommended. If the Academic Senate deems the plan not ready, it would go back to the IPC for more work. He stated that “shared governance, the Academic Senate, and the structure of this campus will remain forever,” even if some modifications are necessary.” See: Minutes from the December 16, 2016 meeting are available in the Agenda Pack for the February 14, 2017 meeting of the Academic Senate. Yet the current CAO Conzatti and her administration have not permitted the Academic Senate to have a role in formulating the college’s current Strategic. Despite this lapse, it was recently approved by the BOT.

The BOT has also disregarded this clear delineation of responsibilities outlined in the NCCFT CBA, NYS Education regulations and the Senate bylaws, approved by the BOT, as seen at the BOT's November, 14, 2023 meeting of its Academic, Student Affairs & Enrollment Committee, when it tabled a motion to approve a new degree program in UX/UI Design developed by the Art Department and approved by the College-Wide Curriculum Committee, the Academic Senate and the CAO, pending "further information". The Board has yet to request additional information, or communicate the nature of its committee's concerns. This decision represents a departure from established governance protocols and threatens the collaborative decision-making framework envisioned by shared governance principles.

The failure to involve key stakeholders, particularly faculty representatives, in critical decision-making processes not only erodes trust and transparency, but also undermines the institution's commitment to academic excellence. It is incumbent upon all stakeholders to uphold and reinforce the principles of shared governance to foster a thriving academic community built on transparency, collaboration, and accountability. The neglect of shared governance principles not only undermines the integrity of academic decision-making, but also jeopardizes the quality of education and the overall well-being of the institution.

## **FISCAL NEGLIGENCE**

New York State Community College Regulations give the trustees of a community college the responsibility to prepare "a budget for operation of the college for submission to and approval by the local sponsor and the State University trustees." 8 CRR-NY, 604.2(b)(8).

Middle States Requirements of Affiliation, #11 requires an accredited institution to have "documented financial resources, funding base, and plans for financial development."

Middle States Standard VI on Planning, Resources, and Institutional Improvement requires an accredited institution to possess and demonstrate, among other things, "fiscal and human resources as well as the physical and technical infrastructure adequate to support its operations."

Middle States Standard VII on Governance, Leadership, and Administration requires an accredited institution to have "a legally constituted governing body that," among other things "*has fiduciary responsibility for the institution*, and is ultimately accountable for the academic quality, planning, and fiscal well-being of the institution," and "the assurance of strong fiscal management."



Despite its clear responsibility for the fiscal health of Nassau Community College, the Board of Trustees **has not requested an increase in financial support from Nassau County since 2009**, the last year that Sean Fanelli was president.

The Chief-Administrative-Officer informed the County Legislature that the college does not need any additional financial support from the county, its sponsor. (See the NCCFT Blog posting, [Our Concerns with the 2023 Budget Passed by Nassau Legislators Yesterday – Nassau Community College Federation of Teachers \(nccft.org\)](#))

This failure to seek additional financial support from the college’s sponsor comes despite projections of substantial budget deficits. (See [The Office of Legislative Budget Review report on the proposed Nassau Community College \(nassaucountyny.gov\)](#))

**Failure to seek additional county funding, and denying that it is needed, while at the same time projecting deficits in the millions of dollars** represents a substantial failure by the college’s trustees to fulfill their fundamental duty to assure strong fiscal management of the college, as required by Middle States. It places the college’s accreditation in serious jeopardy.

## **ARBITRARY AND CAPRICIOUS DEPARTMENTAL MERGERS**

There have now been three waves of department mergers, in August 2022, 2023, and the third scheduled for August 1, 2024. No data supports any justification for these. For example, at the May 5, 2022 public session of the Chairs’ Meeting, then Vice President for Academic Affairs Mark Lausch noted that the administration had done studies and determined that mergers **would not** result in savings to the College. Mergers have continued since 2022 despite the ongoing-administrative chaos. Now the college has embarked on its third wave of mergers in which the remaining 24 (exclusively) academic departments will be merged into six.

Middle States Standard II on Ethics and Integrity requires an institution to “*honor its contracts and commitments.*” (Emphasis added). Yet in the fall of 2023, after the second wave of mergers, the college would not permit merged departments to enlarge their P&Bs to satisfy the requirements of the NCCFT CBA. Operating these departments without the contractually required number of P&B members has adversely impacted their quotidian operations.

On February 27, 2024, CAO Conzatti, during a meeting with the NCCFT Executive Board, stated that she and her administration had not made a final determination regarding department mergers. Yet, the next day, on February 28, 2024, Acting Vice President for Academic Affairs Alvarez-Ortiz sent a memo to department chairs outlining the college’s plans to consolidate the majority of the remaining 24 exclusively academic departments into six departments.

In the Acting Vice President for Academic Affairs' letter to the chairs she wrote: "pursuant to Section 2(A)(iv) of the Department Merger MOA, during department elections occurring this April, all members of departments being merged will participate in one election to vote for a Department Chairperson. The elected Department Chairperson will assume his/her duties on August 1, 2024. Further, pursuant to Section 2(A)(v) of the Department Merger MOA, *all members of the departments being merged will be eligible to run for any open committee seat in the department.*" (Emphasis added).

Despite these clear statements of the college's intention that merged departments would hold a P&B committee election, among other committee elections, in April, the NCCFT president was told in early March that the Acting Vice-President of Academic Affairs would not approve such elections. This decision violates both the Merger Side Letter as well as the NCCFT Collective Bargaining Agreement's clear requirement that P&B elections be held, when possible, in April. (Section 62-1).

It should be noted that the Academic Senate was not afforded the opportunity to discuss the plans involving the merger of academic departments, even though it has a clear contractual right to do so.

The college administration has never provided any clear, supported rationale for merging the departments, or explained how these will benefit the college or its students.

There is considerable reason to believe the merged departments have resulted in decreased enrollment, less student guidance and fewer course offerings. The latest mergers will harm the college, programs and students. Departments will be responsible for managing a substantially increased number of degree programs as well as students, course sections, labs, advisement and mentoring, along with other administrative tasks, with no additional support. The college's shared governance system, as currently structured, will be unable to function under the structure the administration has proposed. For example, under the new institutional structure which proposes an academic structure of eight departments, only six of which are exclusively academic departments, there would be only eight members for the Senate's critical Collegewide Curriculum Committee, making it impossible to carry out its duties. The proposed mergers will also frustrate the college's stated primary goal in its Strategic Plan of implementing SUNY policies on Guided Pathways, and its required "intense advisement". The college's determination to carry through the department mergers without adequate consultation or consideration of the possible adverse consequences will **likely jeopardize the college's upcoming Middle States accreditation as well as the accreditation of some of its programs, such as its Nursing Program.**

## **DISREGARD OF DIVERSITY EQUITY AND INCLUSION (DEI)**

Chancellor John B. King signaled a renewed and stronger commitment by SUNY for DEI in public higher education. Despite this, DEI is effectively disregarded at Nassau Community College.

Nassau County, one of the wealthiest counties in the country, remains segregated and deeply marred by the legacy of racism even as its population has undergone rapid change over the past decade from a 65.6% white (non-Hispanic) population to a now 57.4% white (non-Hispanic) population. It is expected that Nassau County will become a majority minority population by 2045 or sooner.

The College has not received an increase from the County for its operating budget since 2008, the same year NCC's student population ceased being majority white. In 2022 Acting President Conzatti told the county legislature at an open hearing on the college budget, that the college did not need an increase, despite telling the NCC community that the college was in dire financial straits. In 2023, she again refused to vigorously advocate to the county for additional operating funds. The college BOT, along with its senior administrators, have failed to zealously advocate to secure the typical annual increases to NCC's operating budget like those received by other SUNY community colleges from their local sponsors. This has resulted in decreased educational opportunities to our under-served and historically under-represented student population.

The college does not support innovative program initiatives or hire needed full-time faculty. A decade ago, 47% of all instructors were full-time faculty, today only 35% are full-time, which places NCC significantly below the national average of 48.6% use of full-time faculty. <https://www.collegefactual.com/colleges/nassau-community-college/academic-life/faculty-composition/>

In Spring 2023, CAO Conzatti approved the closing of NCC's language immersion program (LINCC) without an adequate replacement program. SUNY institutions offer Intensive English Programs (IEPs) at numerous campuses across the state. IEPs provide a holistic structure designed as "pre-academic training and instruction in the English language, preparing students for full-time academic study at the completion of the program", these programs also provide cross-cultural skills, tools and perspectives to assist international students in adapting to the culture of the classroom, campus and community." <https://www.suny.edu/attend/get-started/international-students/english-language-options/>

IEPs are not interchangeable with ESL courses, or the "casual" non-credit courses designed to give the learner some facility with daily, routine English. Unlike these noncredit courses, IEPs provide access to higher education for our growing immigrant communities, as well as for

international students. Unlike neighboring Suffolk County, the abolishment of LINCC has left Nassau County without an IEP program and with no serious plans to institute one. And then, in Spring 2024, release time was diminished for coordinating courses in ESL composition and no release time was provided for coordinating ESL reading or speech classes.

CAO Conzatti and her Cabinet have demonstrated time and again their lack of interest in promoting and respecting a community composed of those with varied experiences and perspectives so that our students can succeed in a diverse and interconnected world after college. Juneteenth, Black History Month, Hispanic Heritage Month, Martin Luther King's Day, and Women's History month are routinely ignored by the Conzatti administration. Her administration has defunded, hampered, or effectively terminated said commemorations along with other programs and relevant student clubs.

The result of this failed commitment to genuine DEI is that in a county where 22.4% of the population is foreign born and 28.8% of households speak a language other than English, the county's community college does not serve its residents. <https://www.census.gov/quickfacts/nassaucountynewyork>

## **HARM TO STUDENT EXPERIENCE, SUCCESS, AND RETENTION**

Issues surrounding the college presidency, administrative instability, along with the other aforementioned failures demonstrate the lack of transparency, integrity and effectiveness at NCC. This inevitably transforms student perception and results in a negative experience by undermining the trust and the confidence that students should have in the presidency and administration. Frequent changes in administration create an environment of instability. Consequently, students are uncertain about who is leading the institution and unclear about the administration's vision; they experience disruption of their educational path. This instability and accreditation concerns contribute to students' lack of confidence in the value of their degrees, and they may experience difficulties in transferring credits to other institutions. Overall campus morale declines and enrollment and retention suffer because a damaged reputation deters potential students.

Students participate in a shared decision-making process, and there are student senators elected by the Student Government Association. The erosion of shared governance is apparent to students and further undermines the college's governance system. The destruction of shared governance, reluctance to assume accountability, refusal to adhere to established structures and processes marginalizes the student voice. This leads to a belief by students of being disenfranchised and results in reducing their engagement and investment in the college.

The Board of Trustees at Nassau Community College has failed to seek increased financial support from its sponsor despite projected budget deficits. This neglect threatens the college's ability to provide quality education and support student success. The college continues to waste resources. Revenues from tuition should have been allocated to areas that directly benefit students, such as scholarships, facilities' improvement, or academic programs. Addressing these financial concerns is crucial to safeguarding the college's future and ensuring a positive student experience.

The department mergers are without data-driven justification, and they significantly disrupt academic departments' operations. This leads to less personalized student experience and reduces the ability of faculty to advise students and guide their educational path. The mergers conflict with the college's Strategic Plan and degrade the quality of our academic programs. The administration's failure to adequately plan mergers in consultation with departments further hinders student success and retention.

The administration's disregard for Diversity, Equity, and Inclusion (DEI) significantly impacts students' experience, success, and retention. Despite SUNY's renewed commitment to DEI, the college has not prioritized it. The closure of essential programs like the language immersion program (LINCC), Reading and Basic Education (BEP) and minimal support for English as Second Language (ESL), disproportionately affects under-served and historically under-represented student populations. Additionally, the administration's neglect of cultural commemorations and defunding of relevant student clubs further alienates diverse perspectives. This lack of genuine DEI commitment fails to serve Nassau County's diverse population, hindering students' ability to succeed in a globalized world.

The college administration's policies are antithetical to a positive student experience and negatively impacted enrollment and retention:

- Late approval of adjunct contracts means that classes too frequently begin without an instructor in place.
- Failure to hire full-time faculty has led to class cancellations due to a lack of instructors.
- Dropping students for late payment even when it is caused by delayed financial aid.
- Laying off faculty who were hired to address significant staffing deficiencies in popular programs and ensure adequate coverage and safety in labs.
- Reduction of course offerings, making it difficult for students to complete schedules to fit their work/family requirements.
- Prematurely canceling classes which historically fill later into the registration period. ● Cancellation of classes with significant enrollment and history of filling if kept open.

- Administration has significantly defunded most student clubs including NCC's nationally award winning NCC Debate team. These funds have been diverted to CAO Conzatti's focus on athletics which serves a relatively small number of students at the expense of NCC's formerly vibrant and diverse clubs which could serve a much larger number of students.

**Whereas**, many of the Board, Maria Conzatti, and Senior Administration's failings are similar or identical to the failings Middle States identified in 2016;

**Whereas**, the Board's behavior suggests that it is deliberately defying Middle States and SUNY;

**Whereas**, the NCC Full-time Faculty finds that these failures seriously jeopardize the college's accreditation and existence,

**Whereas**, the NCC Full-time Faculty finds that the NCC Board of Trustees, Maria Conzatti and Senior Administration have repeatedly failed in its legal and other obligations to the college and the wider community,

**Whereas**, all the aforementioned having been duly established and documented, be it therefore

**Resolved**, that the NCC Full-time Faculty has no confidence in the ability of the NCC Board of Trustees, CAO Maria Conzatti, or Senior Administration to lead the college and secure its future, and be it further

**Resolved that** the NCC Full-time Faculty calls on the Nassau County Executive, the Nassau County Legislature, the New York State Board of Regents, and all appropriate SUNY and New York State authorities to take any and all necessary steps to remove the NCC BOT, CAO Maria Conzatti, and its Senior Administration and replace them with trustees, a searched for president approved by the SUNY BOT and Senior Administration committed to the college's mission, the highest standards of academic integrity, and to securing college's accreditation and its future.