

Concerned Full-time Classroom and Professional Faculty at NCC
Nassau Community College
1 Education Drive
Garden City, NY 11530

Sept 28, 2026

Chancellor John King
State University Plaza
353 Broadway
Albany, NY 12246

Re: State responsibility for mismanagement at Nassau Community College

Dear Chancellor John King,

On behalf of the full-time faculty and staff of Nassau Community College, as well as the taxpayers of Nassau County and New York State, we ask:

At what point will SUNY take responsibility for the continuing instability and mismanagement at Nassau Community College?

SUNY's decision not to appoint Chief Administrative Officer (CAO) Maria Conzatti, Ed.D., as the permanent president of Nassau Community College was an important step. However, that decision occurred before the May 17 Vote of No Confidence that we delivered to you. The overwhelming 94% vote of participating NCC faculty therefore reflected concerns that extended well beyond the question of permanent presidential leadership. Those concerns remain and, since May, they have intensified.

Several developments demonstrate the seriousness of the situation:

Faculty have worked more than a year without a successor collective bargaining agreement. August 31, 2026 marked one year since the prior agreement expired. Despite ongoing negotiations, the College appears to be implementing provisions contained in its bargaining proposals outside of negotiations. Eight of those proposals have now become areas of alleged contract violations during the summer and fall. The administration has also withheld promotions and sabbaticals, creating additional uncertainty for faculty.

The College has targeted union leadership. There is an attempt to terminate the NCCFT full-time faculty union president less than two years after the previous president unexpectedly retired. The NCCAA (Administrators Union) was also dissolved following actions targeting its leadership. These developments have raised serious concerns about the treatment of employee organizations and their leadership at NCC.

Shared governance is being systematically undermined. The College has announced changes to the credit requirements for the Liberal Arts A.A. and A.S. degrees and moved toward discontinuing programs including Technical Theater, Acting, Dance, Creative Writing, and Physical Education, without the faculty participation expected under shared governance. The Honors Program has also been effectively eliminated, further diminishing academic opportunities for students.

These developments reinforce the concerns expressed in the May 17 Vote of No Confidence. While SUNY's earlier decision not to appoint Dr. Conzatti permanently was significant, it has not prevented the administration from implementing major structural and academic changes affecting students and the financial stability of the College.

Recent actions involving course scheduling further demonstrate the consequences.

On July 22, 2026, faculty were informed by VPAA Alvarez-Ortiz that they were not qualified to teach asynchronous classes assigned for the fall and that those classes would be converted to "late start" courses to accommodate additional training. The same communication stated that "all full-time teaching faculty are required to have full semester courses in their full-time teaching loads" and instructed administrators to review and revise full-time faculty assignments containing asynchronous courses.

In effect, full-time faculty were barred from teaching these late-start courses even when they completed the required summer training and had years of successful experience teaching online.

The consequences were significant:

- **Faculty schedules were disrupted.** Numerous faculty had prepared for fall courses. Some full-time faculty who completed the required training requested late-start assignments that were fully enrolled and unassigned were denied and left without the 15 contact hours required under the NCCFT contract.
- **Students' schedules and academic plans were disrupted.** Students who registered and paid months in advance found course start dates changed, and, in many cases, professors replaced. Courses assigned to full-time faculty were reassigned to adjunct faculty.
- **Students' financial aid was put at risk.** The sudden reduction of nearly 300 courses to 13-week terms affected approximately 9,000 students and put some students' financial aid eligibility at risk. The College subsequently contacted students affected by potential Pell Grant and TAP issues.

Then, on August 24 (just 10 days before classes began), deans informed department chairs that CAO Conzatti had directed the cancellation of courses with enrollment below 80% be cancelled.

These moves suggest a callous or even calculated disregard for NCC students, many of whom have complicated schedules and commitments outside of college. Some students who had planned ahead, registering in April, had classes cancelled; those who waited until August (and 20-40% of NCC students register in the two weeks before the semester begins), found no available seats in the classes they needed. Although enrollment is similar to Fall 2025, the College is offering **40 fewer classes (more than 1,000 fewer seats), than last year.**

The consequences include:

- At least 17 students had TAP funding placed in jeopardy as a result of reducing asynchronous online classes from 15 to 13 weeks.
- A significant number of students who entered the semester with full-time schedules were forced into part-time enrollment, potentially delaying graduation or transfer.. Historically, approximately 58% of NCC students have enrolled full-time. In Fall 2019, full-time enrollment remained relatively constant between the beginning of the semester and the first census, around September 22. In Fall 2026, comparable full-time enrollment declined from approximately 58% at the start of the semester to around 52% on the first census.
- Counselors in several programs reported that it was exceedingly difficult, and in some cases impossible, to construct full-time schedules for students during advisement week.
- Students unable to obtain full-time schedules may lose financial aid opportunities, including consideration for the Excelsior Scholarship, which requires completion of 12 credits a semester and 30 credits a year.
- Course cancellations reduced tuition revenue, disrupted enrollment, and risk further damaging the College's reputation.

The erosion of shared governance is particularly troubling. The Academic Senate continues to assert the faculty's role in academic decision-making and to resist efforts to bypass established shared-governance processes. Yet it is increasingly apparent that the **College no longer considers meaningful faculty involvement necessary in its decision-making.** This disregard for shared governance has allowed major decisions affecting the College's academic mission and students' educational opportunities to proceed without meaningful faculty participation.

The NCCFT continues to file grievances to enforce the collective bargaining agreement and protect the rights of faculty and the educational interests of students. More than 30 NCCFT grievances are currently in process, many of which have proceeded to arbitration, imposing substantial costs on both the Union and the College. The CSEA has also filed approximately a dozen grievances alleging violations of its collective bargaining agreement. The fact that both major employee unions have been compelled to pursue numerous contractual grievances underscores the broader concerns about labor relations and contract administration at NCC.

Faculty also spoke out at the September 8 NCC Board of Trustees meeting. The meeting can be viewed here:

[NCC BOT September 8, 2026 Meeting Video](#)

It is also notable that Long Island Federation of Labor President and NCC state-appointed trustee John Durso was absent from the meeting.

We need SUNY leadership.

Our faculty have written letters, attended and spoken at SUNY Trustees' meetings, and submitted the May 17 Vote of No Confidence to the Chancellor. SUNY has already determined that Dr. Conzatti should not become the permanent president. The continuing deterioration at NCC demonstrates why that decision must now be followed by decisive action to stabilize the institution and protect its academic mission.

We need **permanent, qualified, and visionary leadership at Nassau Community College** capable of restoring stability, rebuilding trust, respecting shared governance, negotiating in good faith, and **putting the educational mission of the College first**.

The longer these structural changes continue without permanent leadership, the greater the consequences for our students, our faculty, and the taxpayers who support this institution.

We urge SUNY leadership to act. Please contact David Stern at dstern.nccft@gmail.com to schedule a mutually agreeable date to meet.

Sincerely Yours,

Concerned Nassau Community College Full-Time Classroom and Professional Faculty

CC:

SUNY Trustees

Robert Calarco, Assistant Secretary of Intergovernmental Affairs Long Island

Kathy Hochul, New York State Governor

