

AFAC NOMINATIONS - COEIT

Dr. Paul Comitz

What department do you teach for? (i.e. Math, Chemistry, English, Computer Science, Psychology, etc.)

Information Systems

How many years have you taught at UMBC?

24

What strengths would you bring to AFAC?

I begin teaching at the University of Maryland in 2000. I have been an adjunct at UMBC and UMGC (formerly UMUC) continuously during this time. I remember UMBC as a “community of inquiring minds”. I would tell friends how much I liked the “feel” and the “vibe” of the hilltop campus. It is a fond memory of a time when principals were far more important than politics. It was a truly open and inviting place ... for all. Paradoxically, in a time when words like inclusion have become the North Star at most universities, UMBC has become a community that is closed to some groups. These groups are quietly, and systemically, discriminated against. This is especially true with faculty and the ever-expanding number of administrative positions. It would be naive to think that we can return to those times. Rather, as a member of the AFAC I will engage with renewed vigor to return the UMBC core mission to one of academic excellence. Adjuncts teach because they love the subject matter, and they love working with students. A return to a culture of academic excellence is a win for students, adjuncts, and UMBC. Let academics be UMBC’s North Star.

In its current form and with its current strategies there is very little that AFAC can do to affect the contract employee experience at UMBC. Real change can only come about through dramatic action such as a work stoppage or a mid-semester strike. AFAC has been politely asking for changes for years, with minimal results. I believe AFAC should organize aggressive protests exposing the exploitation of adjuncts by UMBC. The exploitation should be addressed in Annapolis and through legal means. There is no reason to believe UMBC leadership will self-correct. AFAC, and all members of the UMBC community need to work to ensure that *all* are treated fairly and equally. UMBC (and most American Universities) routinely practice systemic racism and sexism. UMBC discriminates against males, and they especially discriminate against white males. This needs to end. AFAC should add their voice to the national movement to end antisemitism on American campuses, including UMBC. AFAC should add their voice to the national call to end all forms of discrimination based on identity. AFAC should advocate for an end to DEI in its present form.

What issues would you like to see addressed by AFAC in 2024-2025?

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