

CAHSS Candidates and Statements for Ballot 4/28/2022

Number of Candidates: 4 – Listed Alphabetically by Last Name

1. Robert “Rob” Bennett

Years of Service at UMBC: 8

Department: English

What Strengths Do You Bring To The AFAC?

Through our leadership, we've gotten things done. I'd like to continue my work on the committee increasing visibility of the adjunct faculty and driving for better pay and a stronger community. In the past year as Chair, and along with my other committee members over the years we have most recently:

- Helped push the 7.5% adjunct pay raise across the board
- Pushed for further adoption of year-long (two semester) contracts
- Participated in campus leadership
- Kept the Committee working on adjunct concerns throughout a global pandemic

Having been an adjunct here for 10 years, I bring a wealth of best practices to share and influence the needs of adjuncts here at UMBC. Additionally, my professional background in marketing and design helps the committee in its messaging and promoting the needs and expectations of part-time faculty.

I personally have taken a greater role in the University community (serving on committees, a search committee including a recent Dean search, founding member of the Inclusion Council) showing that adjuncts can bring value outside their time in the classroom.

What Issues Do You Think The AFAC Should Be Addressing During the 2022-2023 Academic Year?

- Guiding AFAC and the adjunct community through the transition of a new university president
- Restarting and expanding the AFAC Listening Tour learning directly what ways we can strengthen the sense of community among part-time faculty at UMBC, and stronger interest and exposure of AFAC in meeting the concerns of adjuncts.
- Continuing our work on better research opportunities and expanded professional development. Better promoting the AFAC grants available each semester
- Additionally, with the data we are collecting on adjunct salaries, I'd like to see us parlay that into parity in pay across campus for all adjuncts.
- I'd like to see adjuncts consistently included in faculty raises.
- I'd like to work toward reclassifying long-term adjuncts for better job security and potential benefits.
- Find ways to better protect adjuncts from losing classes to full-time faculty and if that does happen that they are well informed.
- Restart work on the visibility campaign raising awareness campus wide of the value adjuncts bring to the community.

I have enjoyed my term as a committee member and my current term as Chair, and feel I have unfinished business/service to perform on behalf of my fellow adjuncts.

2. Patricia Bozic

Years of Service at UMBC: 9.5

Department: English

What Strengths Do You Bring To The AFAC?

Professional experience in marketing communications to create awareness about the importance of adjuncts' role at UMBC in order to advance AFAC's goals.

Have worn different hats at UMBC. For example, I was a member of the advising team which enrolled the largest incoming freshman class in UMBC history over the summer of 2021, done remotely.

What Issues Do You Think The AFAC Should Be Addressing During the 2022-2023 Academic Year?

Bring more awareness to internal stakeholders at UMBC about the extent that adjuncts contribute to the university.

Establish a forum where adjuncts encourage and recognize the research, scholarly and professional work of their peers.

Community building with adjuncts of other departments to encourage cross-disciplinary partnerships that could advance teaching and research goals of all adjuncts.

3. Margie Burns

Years of Service at UMBC: 25

Department: English

What Strengths Do You Bring To The AFAC?

Hello to everyone reading this nomination statement. After months of pandemic-imposed separation, it will be great seeing you again, our schedules permitting. Although many of us have not met, I have been committed to equity for adjunct faculty since before coming to UMBC in 1997. In fact, the writing program invited me to apply here after discussions about my research on contingent faculty. My strengths include commitment to adjunct issues, credentials in the field/s I love (English), and professionalism without undue regard to status. I am happy to say that the English Department promoted me to Adjunct III in spring 2021.

I have served on the AFAC and chaired the committee for three years, during which time we moved the needle on issues including academic-year contracts for adjunct faculty; new ranks of Adjunct II and Adjunct III; and pay raises for adjuncts, especially in the lowest-paying departments (CAHSS). I also drafted the AFAC Mission Statement and By-laws, helped set up the AFAC awards to adjunct faculty, supported adjuncts via other committees (PAT grants, for example), and proposed the annual UMBC conference for adjuncts. For discussion or more detail, please get in touch with me.

What Issues Do You Think The AFAC Should Be Addressing During the 2022-2023 Academic Year

The top issues to address in 2022-2023 are the ongoing adjunct concerns: pay, stable employment, and benefits and coverage. Those perennial concerns were my main concerns as AFAC member and chair; they always require attention.

- 1) Pay: include adjunct faculty in raises and bonuses received by FT faculty; reaching out to the State of Maryland, include adjunct faculty in Cost-of-Living Adjustments (COLAs)
- 2) Employment: responsible and responsive treatment for contingent faculty across all departments; opportunity to be hired FT if wished; year-long contracts; pro rata pay and regularized contracts for contingent faculty
- 3) Coverage and benefits: make coverage terms and conditions clear to all adjunct faculty; include contingent faculty in benefits accessible to FT faculty, reaching out beyond campus when necessary

Moving on, the AFAC has accomplished much since its founding, but much remains to be done. Adjunct faculty should be eligible for appropriate research and professional support, tuition remission, retirement benefits, and emeritus status. Some improvements can be achieved internally; some require reaching out beyond the university; in any case, the goal is always improvement. I will happily provide more information on adjunct concerns to anyone who can find time to email.

4. Jill Vasbinder

Years of Service at UMBC: 12

Department: Dance

What Strengths Do You Bring To The AFAC?

I bring to the committee my experience in service to my community as a team leader for Strong Schools Maryland, a leader for BUILD (Baltimoreans United in Leadership Development), a member of my children's school PTO board for five years. I bring with me knowledge of the UMBC community from participation not only in departmental events but participation in Inclusion Imperative programming through the Drescher Center, completion of the Equitable and Inclusive Courses Workshop (as of May 1st), and connection & community built in HT Labs and FDC events. I remain committed to prioritizing Inclusive Practices in my teaching and service to my community, and bring with me patience, dedication, creativity and diligence to all of my work and activities.

What Issues Do You Think The AFAC Should Be Addressing During the 2022-2023 Academic Year

I would like to see the AFAC continue to work towards more support and stability for all adjunct faculty in contracts, appropriate pay, and support for research through access to funds, facilities, and other resources. I would like to see departments and colleges acknowledge with this support the load that adjuncts carry and the vital role they play in creating the community, and upholding the standards set forth by this University. I would like to see the committee advocate and facilitate more visibility for adjuncts within their departments and the university within continued presentation of adjunct centered conferences and workshops in the Fall and Spring.