

CAHSS Candidates and Statements for Runoff – 5/8/2022

Number of Candidates: 2 – Listed Alphabetically by Last Name

1. 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.

2. 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.