

COEIT Candidates and Statements for Ballot 4/28/2022

Number of Candidates: 2 – Listed Alphabetically by Last Name

Dr. Paul H. Comitz

Years of Service at UMBC: 23

Department: Information Systems

What Strengths Do You Bring To The AFAC?

The current AFAC approach is not working. I will work to change the AFAC to a goals oriented organization. The AFAC articulates objectives and requests, such as contracts for adjuncts, and pay raises for adjuncts, year after year. These are presented to UMBC leadership. Leadership always responds with thoughtful and empathetic statements of agreement and support - but nothing ever changes. UMBC leadership is comfortable with the status quo and has no motivation or intention to change. UMBC cannot operate without adjuncts. We must wield our collective power as adjuncts to provide motivation for change.

To realize change the AFAC must promote, and apply, aggressive new tactics and strategies to end adjunct exploitation. As an AFAC member I will work to change the failing approach of the AFAC. I will seek to mobilize the adjunct work force to realize an aggressive stand against adjunct exploitation.

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

The AFAC should revisit their charter and set specific goals every year. The AFAC should use the goals set by the adjunct advocacy group, the New Faculty Majority as a starting point. Those goals are:

1. Compensation: Equal Pay for Equal Work
2. Job Security: Automatic Contract Renewals after a Probationary Period
3. Academic Freedom: Freedom from Retaliation in All Teaching and Research
4. Faculty Governance: Right to Participate Equally for All Faculty Members
5. Professional Advancement: Progressive Salary Steps and Equal Access to Professional Development Opportunities for All Faculty
6. Benefits: Access to the same Health Insurance & Retirement Benefits for All
7. Unemployment Insurance: Access to the same benefits as other seasonal employees

I enthusiastically support these goals and will work to focus the AFAC on tangible results for all adjuncts.

Terry Tsai

Years of Service at UMBC: 7

Department: Information Systems

What Strengths Do You Bring To The AFAC?

I'm organized, responsible, friendly and I have strong technical skills.

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

I would like to work on engagement and outreach to more adjuncts within the UMBC system. I would like to set up a Facebook group and other social media approaches to getting the word out and providing a source of support to fellow adjuncts.