



The Adjunct Faculty Advisory Committee (AFAC)



UMBC

ADJUNCT FACULTY
ADVISORY COMMITTEE

The Adjunct Faculty Advisory Committee (AFAC) Welcomes You to UMBC

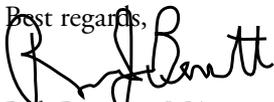
As one of over 300 adjunct faculty members, you play an important role in the mission of the University. The Adjunct Faculty Advisory Committee's (AFAC) mission is to represent your interests as adjunct faculty at UMBC.

Established in 2012 as an elected body—adjuncts vote for members from each college—AFAC communicates adjunct needs and concerns to the campus senior administration. These include and are not limited to making recommendations related to adjunct professional development and working conditions, providing advice on the development and implementation of policies and procedures related to adjunct faculty, including pay and benefits.

In addition, we host once monthly happy hours, an end of semester-gathering, offer travel grants (up to \$500) for adjuncts presenting or speaking at conferences. We drove development of year-long contracts for instructors who reach Adjunct II as well as a Adjunct III. AFAC helped push through a 7% pay raise across the board for adjuncts in 2022. And for the past two years adjuncts have gotten COLA through the efforts of AFAC.

Contact information for all AFAC representatives appears on the back page, and we eagerly encourage you to reach out for any help that you need.

Our AFAC committee meets biweekly and often has some administration people present. We meet once a semester with President Sheares Ashby, the Deans, and other senior administration.

Best regards,


Rob Bennett, MA
Chair, AFAC

- AFAC represents the interests of all adjunct faculty with the senior administration at UMBC.
- AFAC gained a seat on the University Steering Committee in Fall 2023 truly having seat at the table of shared governance university wide
- AFAC sponsored its first annual adjunct conference in Fall of 2019. We held a virtual workshop on Teaching and Trauma in the Fall of 2020. And brought back our in-person event in Fall 2023 and welcome you to join us on Sept 20, 2025 for this year's 4th annual conference.
- Adjuncts start out as Adjunct I. Then move up to Adjunct II with a bump-up in pay (based on years of service, credit hours taught and other departmental requirements). And the first cohort of Adjunct IIIs start in Fall 2021.
- AFAC created and drives a Best Practices document to inform Deans and Department Chairs, driving policy changes.
- Most departments invite but do not require adjuncts to come to department meetings. Though we encourage to you to attend if you can.
- On behalf of UMBC, AFAC recommends grants up to \$500 of your expenses if you present a paper at a conference or do a research project.
- UMBC has over 200 registered student organizations. You can be a faculty advisor to student organizations. It's quite a valuable experience.

2025-26 AFAC Members

AFAC holds elections once a year to elect Adjunct Faculty to the committee. Each member of the committee serves a two-year term. Contact any committee member if you have any questions or concerns in your college.

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