

## CAHSS Candidates and Statements for Ballot 5/8/2019

Number of Candidates: 3

**Margie Burns**

**Years of Service at UMBC:** 22 years

### **What strengths do you think you would bring to the AFAC?**

My assets for AFAC include experience, commitment, and institutional memory. As a now Adjunct II at UMBC, I have served on the committee for several years and have taught in the English Department for more. One project I have pushed has been better employment stability for adjuncts at UMBC. The AFAC moved forward on academic-year contracts for adjuncts when I chaired the committee, with positive results in some departments. I hope we can continue the improvement and can achieve academic-year contracts for all longtime adjuncts who would prefer them. My other projects have included improved pay for all adjuncts in CAHSS, especially adjuncts in the lowest-paying departments; and more transparency and accountability in the hiring and retention of adjunct faculty.

### **What issues do you think the AFAC should be addressing during the 2019-2020 academic year?**

The top issues as ever are stable employment, pay, and benefits. One particular concern is COLAs. For some reason, adjunct faculty at UMBC do not receive cost-of-living increases when other Maryland employees in the University System receive them. I have begun trying to find out why not, and whether this is policy or practice. So far, I've seen no Maryland statute prohibiting COLAs from going to adjunct faculty. A broader concern is employment definition for adjunct faculty. By federal law, we are employees; we receive W-2s. But sometimes the state or USM seems to consider us 'contractors'. This is an ongoing issue that still needs work, a project that I and other members of the AFAC have begun.

**Farah Farahati**

**Years of Service at UMBC:** 5 years

### **What strengths do you think you would bring to the AFAC?**

As an experienced health economist, I have taught as an adjunct professor for over twenty years at UMCP, Northern Illinois University, and University of Toronto. In 2015, I joined the Economics Department at UMBC, where I specialize in teaching courses in economics and evaluation of health-care policy, aimed at the elimination of disparities in quality and access to the health care for underserved populations. My experience in teaching at multiple institutions has provided me a thorough understanding of the problems that adjuncts face, but also an appreciation of the important role we play in teaching an increasingly diverse student population.

### **What issues do you think the AFAC should be addressing during the 2019-2020 academic year?**

Since arriving at UMBC, I have been active in our adjunct community and closely followed the work of AFAC. I support the committee's core mission of improving adjunct working conditions and strengthening our role in shared governance. As an experienced health economist with a track record of successful collaboration between academia, healthcare, and industry partners, I look forward to utilizing my skills and expertise in service to the interests of UMBC adjuncts.

If elected to AFAC, my priorities will include securing better benefits for adjuncts, with particular focus on access to the health insurance, retirement benefits, and unemployment insurance, as well as expanding professional development opportunities.

**Maggie Knisley**

**Years of Service at UMBC: 10 years**

**What strengths do you think you would bring to the AFAC?**

I have taught as an adjunct in the Sociology, Anthropology, and Health Administration Policy (SAHAP) Department since 2009. My research interests include social inequality, social justice, and social movements. Since election to AFAC in 2017, I have worked in cooperation with other committee members to develop a list of best practices intended to guide departments' treatment of adjuncts at UMBC, worked towards securing adjuncts in CAHSS an option for academic year contracts, and offered guidance on the creation of an Adjunct III promotion level. In my continuing work on the committee, I have focused on issues related to adjunct eligibility for ACA mandated health insurance subsidies between semesters and worked to educate adjuncts regarding their rights to unemployment benefits during summer and winter sessions. My experience includes membership in the Coalition of Academic Labor at CCBC between 2013 and 2015, where I worked alongside SEIU in seeking passage of a collective bargaining rights bill for community college employees across the state. In pursuit of that, in 2015, I had the opportunity to testify before the Maryland House Appropriations Committee regarding adjunct working conditions in the state. I look forward to serving adjunct interests and accomplishing our goals.

**What issues do you think the AFAC should be addressing during the 2019-2020 academic year?**

My priorities for AFAC are to facilitate adjuncts to discuss and prioritize our concerns, to encourage a campus-wide discussion on adjunct issues, to gain representation for adjuncts in the Faculty Senate, and to encourage the creation of a non-contingent promotion category that would recognize long-term adjuncts' commitment to UMBC by offering job stability. Specifically, I will continue to refine and promote best practices for the treatment of adjuncts with the aim of improving working conditions in all departments, continue educational outreach on benefits eligibility, and work to increase the visibility of adjuncts on campus.