

COEIT Candidates and Statements for Ballot 5/6/2025

Number of Candidates: 2

Name: Paul Heiss

Years of Service at UMBC: 8

Department: Computer Science

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

I have been teaching Social and Ethical Issues in Information Technology at UMBC for nearly a decade and bring a strong background in ethical analysis, critical thinking, and clear communication. My experience in teaching ethical frameworks has sharpened my ability to consider multiple perspectives, assess impacts thoughtfully, and advocate for fair, practical solutions. As both an educator and a professional with leadership experience outside of academia, I understand the realities adjunct faculty face in balancing teaching, professional development, and broader career responsibilities. I am committed to strengthening the adjunct voice within shared governance, ensuring that our needs are understood, and that recommendations are grounded in ethical reasoning, strategic thinking, and achievable outcomes that benefit both adjuncts and the broader UMBC community.

What issues do you think the AFAC should be addressing during the 2025-2026 academic year?

With a decade of teaching ethics at UMBC, I'm passionate about fairness, and committed to helping AFAC turn good ideas into real, lasting improvements for adjuncts. With my involvement, AFAC will continue its important focus on compensation, professional development, and employment continuity for adjunct faculty. To build on this foundation, I would bring an emphasis on strategic, outcome-driven advocacy: framing adjunct priorities not only in terms of fairness, but also in ways that align with UMBC's broader goals of academic excellence, faculty retention, and student success. We can strengthen our impact by proposing clear, achievable policy recommendations, such as transparent multi-semester appointment pathways, expanded access to professional development grants, and possible recognition of relevant professional experience as a factor in promotion along the adjunct faculty track. Given my background teaching social and ethical issues, I would also emphasize applying ethical and logical frameworks to policy discussions, ensuring that adjunct concerns are presented thoughtfully and persuasively to university leadership. By combining sound reasoning with strategic planning, AFAC can achieve meaningful, lasting improvements for UMBC's adjunct faculty community.

Name: Waleed Youssef

Years of Service at UMBC: 10

Department: Computer Science

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

Dr. Youssef is the current Adjunct Faculty representative for COEIT. He has been serving in the current position since Spring 2022. He has supported improvements for Adjunct faculties in multiple areas including:

- Improved pay and COLA discussion with deans and university administration
- Benefits discussion with university administration offered to adjuncts
- Discuss topics important to adjuncts with COEIT dean and university president
- Supported AFAC get a seat with the university steering committee to voice concerns and topics with university leaders
- Supported the effort to initiate year-long contract
- Supported grants for adjuncts
- Acted as a voice for adjuncts between engineering department chairs and adjunct faculty

In the new term, Dr. Youssef plan to focus on the following activities to improve adjuncts experience with UMBC, including:

- Discuss better pay for adjuncts
- Bring multiple COLAs payments to adjuncts to align with soaring cost of living
- Work with deans to improve job security for adjuncts
- Work on offering healthcare to adjuncts
- More grants to allow adjuncts to attend conferences and not pay out of pocket
- Perform surveys to identify top issues for COEIT adjuncts to ensure better experience at UMBC
- Integrate adjuncts for COEIT into their departments, attending meetings and having a voice in the room.
- Support granting research money to adjuncts
- Request compensation for time spent on developing and improving curriculum

What issues do you think the AFAC should be addressing during the 2025-2026 academic year?

During the next academic year, if elected, I plan to propose the following topics for AFAC to work on:

- Work with university HR and administration to improve overall benefits to adjuncts
- Work on offering COLAs to alleviate increased cost of living and inflation for adjuncts
- Align adjuncts benefits with some of the benefits offered to full-time teachers and professors
- Work on improved pay for those with PhD degrees for adjuncts
- Improve the promotion process for adjuncts
- For COEIT, I plan to bring the issue of oversized classes with the dean. Some of the classes include 28 graduate students, offer bonus pay if the class size exceeds 20 students
- Request support from the provost for additional grants offered to COEIT adjuncts
- Conduct surveys with COEIT adjuncts to understand their issues and problems and work on resolution
- Support adjunct research
- Support free adjuncts parking at the UMBC and Shady Grove campuses