

## CAHSS Candidates and Statements for Ballot 4/25/2023

Number of Candidates: 2 (listed alphabetically by last name)

**Name:** Maria Gomez Rubio

**Years of Service at UMBC:** 11

**Department:** Modern Languages and Linguistics/Spanish

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

I am a good listener and open-minded when working on a committee. I will respect and recognize that everybody in AFAC may see things from another perspective. This will allow me to be a better colleague, anticipate needs and challenges before they arise, and respond effectively. Collaboratio:. Working in a committee can be challenging, but most often is a great opportunity to uncover creative ideas and share different perspectives and experiences. I have a good communication that will lead to effective decision-making and engage colleagues.

### **What issues do you think the AFAC should be addressing during the 2023-2024 academic year?**

Lower pay: Adjunct faculty's salary is not equal in all departments. AFAC should address more equality. Retirement benefits: With a contract position, adjunct faculty rarely receive any benefits. AFAC should advocate having retirement benefits after ten years of service. Job security: AFAC should continue addressing yearly contracts in all departments. Tuition remission: The opportunity to take classes under tuition remission will help adjunct faculty to take courses to improve teaching skills.

**Name:** Maggie Knisley

**Years of Service at UMBC:** 14

**Department:** Sociology, Anthropology, and Public Health

### **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, contributed in securing adjuncts in CAHSS an option for academic year contracts, and assisted in the creation of an Adjunct III promotion level. Before serving as a member of AFAC, I was active in the Coalition of Academic Labor at CCBC between 2013 and 2015, where I worked alongside SEIU in seeking passage of collective bargaining enabling legislation 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 2023-2024 academic year?**

In my continuing work on the committee, I have focused on issues related to adjunct eligibility for ACA mandated health insurance subsidies between semesters, worked to educate adjuncts regarding their rights to unemployment benefits during summer and winter sessions, and more recently my work has focused on finding better parking permit options for adjuncts and serving on the Provost Search Committee. My priorities for AFAC are to facilitate adjuncts to discuss and prioritize our concerns, to encourage a campus-wide discussion on adjunct issues, to represent adjuncts in shared governance, and to continue to pursue the creation of an additional promotion category that provides those currently categorized as adjuncts the opportunity to secure long-term contracts. I hope to precipitate reform of the

current parking permit system to be more user friendly and equitable. If reelected, I will continue to advocate for improvements in adjunct working conditions, job stability, salary, and benefits.