

COEIT Candidates and Statements for Ballot 4/25/2023

Number of Candidates: 1

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

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 meeting and having a voice

What issues to you think the AFAC should be addressing during the 2023-2024 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 class 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