

## CAHSS Candidates and Statements for Ballot 5/6/2025

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

**Name:** Dr. Karon Phillips

**Years of Service at UMBC:** 12

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

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

I have over 15 years of experience serving in leadership positions for local and national level organizations. I am innovative, collaborative and creative. My teaching experiences at UMBC and other universities have provided me with insight into the unique needs of adjunct faculty. Lastly, I am deeply committed to the UMBC community and supporting my fellow adjunct colleagues.

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

I would like to see how adjunct faculty that serve on departmental committees on top of their teaching responsibilities can be compensated.

**Name:** Maria Gomez Rubio

**Years of Service at UMBC:** 15

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

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

I bring a combination of experience, empathy, and a solutions-focused mindset that I believe would benefit the Adjunct Faculty:

1. **Adjunct Perspective & Advocacy** Having firsthand experience as an adjunct, I understand our unique challenges, including access to resources and professional recognition. I will strongly advocate for fair treatment, equity, and inclusion.
2. **Collaborative Communication** I value building relationships and creating open lines of communication between adjuncts, full-time faculty, and administration. I'm a good listener, and I believe in amplifying the voices of others, especially those who often go unheard.
3. **Initiative & Innovation** I'm proactive and always thinking of new ways to support adjuncts—whether through professional development, better onboarding, or access to tools that improve teaching and learning.
4. **Commitment to Quality & Growth** I'm passionate about course quality and continuous improvement. I've engaged in training like Quality Matters, and I want to help more adjuncts access growth opportunities and certifications.
5. **Organizational Strengths** I'm detail-oriented, reliable, and able to meet deadlines—key traits for committee work.

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

As a dedicated adjunct faculty member, I believe the following areas deserve thoughtful attention and action during the 2025–2026 academic year:

1. **Equity in Compensation and Workload**
  - I will advocate for more consistent and transparent compensation in the department.
  - I will advocate compensation for adjuncts who improve or redesign courses.
  - I will propose tiered compensation based on completed years of service or professional development.
2. **Professional Development Access and Recognition**
  - I will advocate for Tuition reimbursement for adjuncts who want to take courses.
  - I support and expand opportunities for adjuncts to participate in funded professional development, including training and conference attendance.
  - I will advocate for formal recognition for adjuncts who invest in continuous improvement and innovation in teaching.
3. **Inclusion and Representation**
  - I will ensure adjunct voices are heard and considered in decisions that affect teaching and student success in the department.
4. **Resource Access and Support**
  - Create or improve access to adjuncts' onboarding tools.
5. I will advocate for support to the Adjunct faculty who has specific issues in the department.