

## Candidates for FSU Executive Committee, Spring 2024 Election

The following individuals have submitted the required paperwork to be a candidate for a position on the FSU Executive Committee. Below is each candidate, their title, and a 150-word statement.

### President – Vote for one

**Caroline L. Coscia**, Senior Lecturer II, Political Science (incumbent seeking re-election)

"This is your union" and I am proud to serve as your president. Since you first elected me as your president, I have worked alongside the executive committee, our sister unions on campus, the MTA, and many of you to make our union stronger. Strength comes in many forms: education, transparency, advocacy, and solidarity.

We initiated the weekly *Nuts & Bolts* to offer a more hands-on understanding of the 'wonky' aspects of union work and expanded the scope of *The Point*. We continued the practice of inviting members to executive committee meetings, held member forums on important issues; and worked with the MTA to fund our pay raises. We are in coalition with CSU, DCU, GEO and PSU fighting to ensure our rights. I am proud of our successes but there is much more work to do.

I ask for your vote and the privilege to serve for another term.

### Librarian Representative – Vote for one

**C.R. Elliott**, Reference and Instruction Librarian, Healey Library

I am very excited to nominate myself as a librarian representative to the FSU Executive Committee. During the 2022-2023 academic year, I was involved in CAT and other FSU related events on campus and really enjoyed the opportunity to connect with other like-minded individuals that passionately fight for equity and representation in our work here at UMass Boston. I'm greatly inspired by Jessica Holden, who currently represents the FSU librarians, keeping us informed on union initiatives and discussions, and I aspire to continue her fantastic work. As a current FSU member, I hope to grow and learn as a member of the committee and encourage continued positive impact for all of our union partners.

### Pre-Tenure Faculty – Vote for one

**Rania Said**, Assistant Professor, Modern Languages, Literatures, and Cultures

I hereby present my candidacy for the position of Pre-Tenure Track Representative. I am committed to the protection of the academic freedom of my pre-tenure colleagues. Given the mounting assaults on academic freedom in our area, and nationally, it has become abundantly clear that we need to protect our junior scholars from uninformed decisions and outside interests. As an immigrant faculty of color, I am also committed to the promotion of fair working conditions for my colleagues, as we navigate the pre-tenure process with its research, teaching, and service duties. Because many of us are also active advocates and local organizers who are publicly engaged with the community, I believe that this labor needs to be more recognized by the university so that it be truly 'for the times.' I look forward to serving as your representative.

## Non-Tenure Track Faculty – Vote for two

### **Katie Almeida Spencer**, Senior Lecturer, Management

I have benefitted so much from the FSU, and it's time for me to give back. I bring stellar communication and negotiation skills honed through 10 years at the university, working mostly in CM but also in the English Department and coordinating with SEAS and the CAE. I was one of the chairs of a task force in the Management Department that extended voting rights to all NTTs on continuing appointment, and I served as the facilitator for the Fall 2023 CIT Seminar for NTTs. We are a talented, diverse group of instructors who deserve representation, justice, and respect. I can leverage my interdepartmental connections and experiences to work towards those goals. I'd be honored if you chose me as one of your NTT representatives on the FSU Executive Committee. Thank you for your consideration!

### **Monique Fuguet**, Senior Lecturer, Mathematics

I'm running for re-election hoping to serve another term working for you on matters of equity, inclusion, shared governance and transparency, while the corporatization of our University continues to challenge our work and working conditions, most recently with the implementation of "activity-based budgeting". Our current administration's emphasis on generating revenue and profits rather than advancing intellectual and pedagogical goals cannot help but be very much at odds with our much-marketed claim of being an anti-racist health-promoting institution, and committed voices advocating for the preservation of faculty and librarian rights are as important as ever. FSU continues to be vigilant and vigorous in living out the ideals of transparent leadership and democratic decision-making, even as the administration has in many ways done the opposite, and while I am so proud of what we have accomplished together, more battles remain. I would be honored to re-up as your NTT representative and treasurer.

### **Karen Grayson**, Senior Lecturer II, English

Over the past twenty plus years as an NTT educator at UMB, I have developed a passion for advocacy, and exploring and developing inclusive learning and working relationships, communities, and environments in which we can all thrive. This is informed by my commitment to the inextricably linked goals of anti-racism and health-promotion at UMB and beyond. As a board member for the Center for Innovative Teaching (CIT), I encourage dialogue, collaboration, and developing a campus culture that protects, supports, and encourages the open exchange of ideas, a campus climate free from fears of repercussions or retaliation.

I encourage students to push the boundaries of their agency and with the support of community, shape their education and experience. I would love to advocate for increased agency for NTTs, greater voice and choice, faculty wellness, and fair ratios regarding workloads, compensation, and recognition. How might NTTs create a UMB that better serves all of us? Thank you for your consideration.

### **Joe Ramsey**, Senior Lecturer, English and American Studies

I am seeking to rejoin the FSU Executive Committee, to advocate for the interests of NTT faculty, our students, and the broader UMB community. I believe that a strong, democratic union is essential to making sure our students get the world-class education they need and deserve. As the saying goes: "Teacher working conditions are student learning conditions." **(CONTINUED ON NEXT PAGE)**

In my earlier time on Ex Com (2016-2020), I worked to increase transparency and union democracy and to lift up the needs of the most precarious faculty in our midst. I helped push to make “Expanded Bargaining” union policy, and led the Subcommittee on Associate Lecturers, conducting research to help our union challenge Admin’s misuse of our most vulnerable members.

I believe we must prioritize the needs of our most under-paid educators, while building student, staff, and faculty coalition that can give voice to the common good.

### Tenured Faculty – Vote for two

#### **Suha Ballout**, Associate Professor, Nursing

I am honored to self-nominate for a seat as a Tenured Faculty on the Executive Committee of FSU. As an Associate Professor in Nursing, Beaconflex Mentor, and CIT Co-Director, I have witnessed the interplay of academia, research, community engagement, mentorship, and technology. However, what truly drives me is my unwavering commitment to equity, justice, accessibility, and success.

My multifaceted identity as a nurse, researcher, educator, parent, activist, colleague, and individual informs my dedication to fostering an inclusive environment where every voice is heard, and every perspective valued. I am passionate about breaking down barriers that hinder productivity and wellness, ensuring that all faculty and staff have the resources, support, and opportunities they need to thrive. I look forward to being on a journey to create a campus climate that reflects our shared values and empowers everyone to shine. Thank you for considering my nomination.

**NOTE:** We received only one Tenured Faculty nomination.