

**Written Testimony Submitted to the
Maryland House Appropriations Committee
By Dr. Valerie Anishchenkova, Associate Professor at UMD**

HB 275

**State Personnel – Collective Bargaining – Faculty, Part-Time Faculty, and Graduate
Assistants**

February 14, 2023

FAVORABLE

Good afternoon Dear Chair Barnes, Vice Chair Chang, and members of the House Appropriations Committee,

I am Associate Professor of Arabic Studies and Core Faculty in Cinema and Media Studies at the University of Maryland. I call on this committee to issue a favorable report to HB 275. The state already grants this right towards nearly every other state employee, as well as the faculty at our community colleges and the non-academic workforce at our 4 year institutions. It is clear that this right should be extended to the rest of higher education in Maryland.

While my usual teaching load is two courses per semester, in addition to producing research, throughout the years I have done immense amounts of administrative work and juggled various administrative positions (at times, simultaneously) that ranged from supervising 15 faculty members to serving as Principal Investigator on DOD grants that brought millions in USD to my institution. These additional administrative positions – that have neither been formally among my job duties, nor had I ever been trained to do this kind of work – resulted in numerous hours of extra work (often over 20-30 additional hours per week *on top* of my teaching load and research) for which I have not been equitably compensated.

My case with administrative overload is by no means unique at UMD. While our campus is bursting at the seams with numerous administrators, most of whom have significantly higher salaries than faculty members, faculty are constantly forced to perform various administrative duties. Professional track faculty (those of us without tenure) are in an especially dire position as they usually cannot reject requests from senior administrators to take on additional administrative tasks for the fear of losing their jobs. Enacting this bill into law will provide faculty and graduate students with an instrument to protect our right for equitable distribution of labor on our campuses.

Members of the committee, this state has for decades viewed collective bargaining between state employees and management as the best way to enroot democracy in our workplaces and public education institutions. The right to collective bargaining has been long recognized not only as a fundamental human right, but it has also in this state been seen as the best method of ensuring that employee voices play a vital role in constructing conditions that govern our workplaces. It is a right granted to many other public higher ed institutions in the county, and

indeed to many private, prestigious institutions in our own state. The reasons to exempt 4-year public institutions from this path just no longer make sense. I again therefore call for a favorable report to HB 275.