

House Bill 275
State Personnel - Collective Bargaining
Faculty, Part-Time Faculty, and Graduate Assistants
House Appropriations Committee
February 14, 2023

Unfavorable

Chair Barnes and Members of the Appropriations Committee,

Thank you for the opportunity to share our thoughts on House Bill 275. Establishing collective bargaining rights for faculty would disrupt the principles of shared governance, the deliberative, collaborative, and collegial process by which institutional decisions are made. Shared governance enables stakeholders to focus on what is in the best interest of our students and the long-term viability of the institution, rather than on what is best for the individual.

The College's current model of shared governance works well, enabling the institution to fulfill its educational mission. The recent innovative restructuring of the College's academic majors and core curriculum were the product of the principles of shared governance. Realignment of academic programming is challenging, but essential for the College to remain relevant to the needs of Maryland's students and the Maryland economy. Under a faculty collective bargaining environment, it is probable that the pressures to maintain the status quo would outweigh the need to make critical and difficult decisions quickly and equitably to ensure the College provides a vibrant academic program that meets the needs of our students.

In addition, work-place conditions for faculty are currently established in the College's Faculty Bylaws. These include rights and responsibilities such as tenure, resources, academic freedom, and disciplinary procedures. Development and revision of the Faculty Bylaws is undertaken within the construct of shared governance and has been effective. Collective bargaining is unnecessary.

Last, establishing collective bargaining rights for faculty would add additional responsibilities for management, including the need for additional staff in human resources, restructuring of job responsibilities within academic affairs for non-bargaining supervisors, and substantial training.

For these reasons, I urge an unfavorable report on House Bill 275.

Thank you for your consideration and continued support of St. Mary's College of Maryland.



Tuajuanda C. Jordan, PhD
President

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