

**Written Testimony Submitted to the  
Maryland Senate Finance Committee  
By David Sartorius, Associate Professor of History, University of Maryland-College Park  
SB 247  
State Personnel – Collective Bargaining – Faculty, Part-Time Faculty, and Graduate  
Assistants  
February 16, 2023**

**FAVORABLE**

Good afternoon Chair Griffith, Vice Chair Klausmeier, and members of the Senate Finance Committee. My name is David Sartorius, and I am an associate professor of history at the University of Maryland at College Park, where I have worked since 2007. I call on this committee to issue a favorable report to SB 247. The state already grants the right of collective bargaining 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.

As a tenured professor, teaching undergraduate and graduate courses in the fall and spring semesters represents a fraction of the work that I do. In any given week, I spend far less of my time teaching, researching, and producing scholarship than I do on invisible labor—that is, unremunerated and not contained within my course responsibilities: university committee work and other service obligations at the department, college, and university level; service to my discipline and profession, including committee work for professional organizations, serving on journal editorial boards, and writing evaluations for tenure and promotion; and mentoring, writing letters of recommendation, and reading and editing work in progress for students and colleagues at the University of Maryland and beyond. Despite teaching at our state's flagship public research university, the shrinking number of tenured faculty and the university's well-documented administrative bloat mean that most of my workday is spent on activities besides research and teaching.

I support SB 247 because I believe that faculty governance is vital to the mission of a public university and that collective bargaining is the most effective way to buttress faculty governance in the face of a university administrative apparatus that frequently prioritizes student "revenue" and athletic programs over teaching and research. When I realize that most upper-level administrators earn over \$300,000 per year, I feel the need to advocate for a more just and equitable distribution of compensation at the university, especially when faculty salaries at my rank are between 17 and 58 percent higher at peer institutions. With infrequent merit raises and only two "job title promotion" opportunities in my career, I have limited opportunities and incentives to work harder to earn a higher salary.

Legislatures in other states have aggressively curtailed free speech, tenure, and faculty governance in recent years, and I am proud to work in a state that has long valued its state

university system. Without collective bargaining rights for that system's employees, the promise of public education in Maryland will remain unfulfilled.