

**Written Testimony Submitted to the
Maryland Senate Finance Committee
By Beth Guay, Librarian III, University of Maryland Libraries**

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 Beth Guay and I am a Librarian at the University of Maryland where I have worked for 26 years. I call on this committee to issue a favorable report to SB 247. It is clear that the right of collective bargaining should be extended to all of higher education in Maryland.

UMD librarians are classified as non-tenured, continuing contract faculty, which provides an opportunity to gain permanent status, similar to tenure. One would think that permanent status would help the Libraries retain its best performers.

Permanent status requires a rigorous review process which comes at an expense of time and money. In 2018, 9 librarians were promoted to ranks with permanent status. Between 2019 and 2022, five of the nine left for positions at other academic institutions or the Library of Congress (4 for positions in the DMV). Three of the 5 were parents of young children. Similar occurrences of promotions followed by departures have continued.

Low salaries and excessive workloads are apparent contributors to the Libraries' retention problem. Librarians' salaries are not competitive with other academic and federal government librarian salaries in the DMV. When librarians leave, their responsibilities are often assigned to those who remain, increasing workloads.

Junior faculty are leaving as well, not due to an inability to meet the requirements for promotion. Of one hired in 2018 who left in 2022, their supervisor's praise of their performance included remarks about the additional responsibilities they had taken on in 2022.

The State of Maryland's investments in library faculty ultimately reward institutions outside of the University and of Maryland. I believe that enacting SB 247 will lead to fairer salaries and workloads that will help the Libraries retain outstanding librarians who apply their professional, scholarly and disciplinary knowledge in support of the educational mission of the University.

From my perspective, shared governance has not helped faculty at UMD. For example, as reported in the 2016 UMD University Senate Document # 12-13-50 prepared by the Senate Faculty Affairs Committee (FAC), salary compression, gender bias, and the process in which administrators offer retention raises to faculty with outside offers contribute to salary inequities.

The President stated: "I am ... resolved to eliminate salary compression, the result of hiring new employees at market rates but not providing for salary increases to current employees. Competitive counter-offers to retain our best people also amplify salary inequities. Thus, a high priority in the Flagship 2020 plan is to reduce salary compression in the coming years by creating a salary equity fund when state funding for salary increases is available."

No salary equity fund has materialized.

For all of the above reasons, I again call for a favorable report to SB 247.

Thank you.