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**Written Testimony Submitted to the  
Maryland Senate Finance Committee**

**By Louiqa Raschid**

**SB 247**

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

**February 16, 2023**

Dear Chair Griffith, Vice Chair Klausmeier, and members of the Senate Finance Committee,

My name is Louiqa Raschid. I am a Dean's Professor at the University of Maryland where I hold appointments across several Colleges. I have been at Maryland for over three decades. I call on this committee to issue a favorable report to SB 247 to grant collective bargaining rights to faculty, part-time faculty, and graduate students.

I will highlight several circumstances that I have personally experienced or witnessed, that have resulted in inequity, frustration and despair among our faculty and graduate students. Collective bargaining is an opportunity to provide us with the rights to address these challenges and will lead to a better university.

The first issue is gross salary inequity across various units of campus. I have been a leader of multi-disciplinary research teams and I work with faculty and graduate students across units. I have first hand experience of colleagues who provide the same high quality of research but whose compensation can differ significantly. While market forces cannot be eliminated, collective bargaining will provide faculty with better tools for negotiation.

The second issue is salary inversion which also occurs across many units. There are many senior and productive full professors who are sometimes paid less than the incoming junior assistant professors that they recruit and mentor. Again collective bargaining will help level these inequities.

I have mentored and employed graduate students for many decades. One of my greatest achievements has been mentoring these young scholars and helping them to deliver high

quality research output while facing major life challenges - giving birth, taking care of their children, or facing serious health challenges, etc. These scholars are at the mercy of a system that provides them with zero benefits during these periods. A scholar who does not have a caring and creative mentor is destined to fail or struggle. Collective bargaining will provide a tool to create better conditions for these valuable members of our campus.

The final situation concerns Professional Track (PTK) or other Adjunct or Part-Time faculty. While serving on the Executive Board of UMD AAUP, I have learned about the sometimes horrifying circumstances in which they work. This can range from the lack of an employment contract despite years of working in the same position, to not having any recourse when the terms of the contract are blatantly violated. There are few other professions / sectors where professionals may face such often hostile work environments and unfortunately may not have any means to correct the situation. Collective bargaining will provide a range of tools to address these injustices.

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. This right should be extended to the rest of higher education in Maryland.

I again therefore call for a favorable report to SB 247.