

March 4, 2021  
Maryland Senate Finance Committee  
Bill Hearing - SB 746 - Education - Community Colleges - Collective Bargaining

## **SUPPORT**

Members of the Finance Committee:

I am writing to support collective bargaining for adjunct faculty at community colleges in Maryland. I have been an adjunct for ten years, and I currently work at three different schools. It has been consistently difficult for me to scrape together three courses per semester. Let me repeat that I have three jobs and can often only garner one course per school. At this rate, I will never breach yearly earnings of 20 thousand. I technically live in poverty and have no health insurance, no job security. I have two masters degrees and multiple post secondary teaching certifications.

Despite these facts, I keep up with my professional development for three schools, and learn new programs for three different schools (all of this unpaid). I have three email accounts that I check and correspond within every day, in addition to my personal email. I traditionally go on multiple job interviews every year. For an adjunct position, my job applications are often over 30 pages in length, according to documents required -- for a job that will pay me 3K if I am lucky. But I do it because I have to, and this is the broken system I am in.

Each year I lose at least one course at the last minute due to low student numbers. At that point in the semester, it's just a loss that I cannot remedy. The money is lost, it's too late to look for another job....*and why should I need FOUR jobs anyway?*

I consider myself a real asset. I am able to, and expected to be able to teach eight different courses at the drop of a hat. This past semester, I was asked to get a course and syllabus together in less than 2 days, I have done this before, in less than a week. It's a rare ability to roll with the punches as well as I have been. And after ten years, I am tired of this. I have no ability "to break the glass ceiling" because full time jobs are just not available. There is no ability to grow into or advance to a full time position for me. This is it.

Teaching has always been my dream. I came to Maryland from Wisconsin, specifically to attend graduate school so that I could teach in post secondary education. I knew that teaching was never going to be a high paying job, but I never imagined it would be this bad. But now, I am faced with the task of mentoring students who often also want to be teachers --and so what do I tell them? The above truths? How do I encourage them into this profession when I feel so discouraged, pushed out? Do I tell them it's the best career I would ever hope to have, that teaching lights me up and excites me like nothing else...but that I am devastatingly undervalued all the same? Seriously, do I tell them to get ready to starve?

Thank you for your time and consideration,

Shana Goetsch