

March 4th, 2021

**Senate Bill 746 – Education – Community Colleges – Collective Bargaining
SUPPORT**

Dear members of the Finance Committee:

My name is Rachel Adams and I am an Assistant Professor at Howard Community College. I support bill SB 746 – Education – Community Colleges – Collective Bargaining. I believe that our full-time faculty and adjuncts alike deserve the right to decide for themselves whether they would like to be represented by a union, a right that more than 200,000 other public sector workers enjoy in the state of Maryland. Community college employees should not be denied that basic right. While this bill impacts all community college employees, I will primarily address what collective bargaining could accomplish for our adjuncts.

As someone who works extensively with the adjuncts in my department (and a former adjunct myself), I am all too familiar with the impermanent nature of adjunct employment. They are not guaranteed classes from semester to semester, and as our enrollment fluctuates so do the amount of classes that we're able to offer to our adjuncts. At times, they receive word right before the semester begins that they're losing a course due to low enrollment or being asked to teach an additional course. As someone who has also dealt with losing/gaining a course at the last moment, I can vouch for the stress it causes; however, as a full-time faculty member I am guaranteed a certain number of classes each semester so my responsibilities remain fairly steady. Our adjuncts are not given that same guarantee – nor are they guaranteed employment from semester to semester.

Without adjunct faculty, my department couldn't staff all the classes we need to serve our students. Given the importance of these part-time instructors and their qualifications for teaching – which, in some cases, include degrees higher than my own – I believe they deserve the chance to have a say in the terms of their employment. Our adjuncts have continued working through this pandemic, learning new technologies and innovating their courses for our students, and they deserve to feel more secure in their employment. When our faculty feel secure and supported, our students benefit.

In summation, all instructors are a vital part of our institution and should have a voice and a seat at the table. **I ask you to vote yes on SB 746 and strongly urge a favorable committee report.**

Best,

Rachel L. Adams, M.A.
Assistant Professor
Howard Community College