

**Written Testimony Submitted to the  
Maryland House Appropriations Committee  
By David Jacobs  
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**HB 275  
State Personnel – Collective Bargaining – Faculty, Part-Time Faculty, and Graduate  
Assistants  
February 14, 2023**

**FAVORABLE**

Good afternoon, Chair Barnes, Vice Chair Chang, and members of the House Appropriations Committee. My name is David Jacobs and I am a retired Full Professor at Morgan State University, where I worked for 15 years. I urge this committee to issue a favorable report to HB275. The state already grants this right towards nearly every other state employee, the faculty at our community colleges, and the non-academic workforce at our four year institutions. This right should be extended to the rest of higher education in Maryland as a matter of equity and organizational effectiveness.

In my career at Morgan, I ordinarily taught three classes, both undergraduate and graduate, each term. I was active on committees and sought to exercise voice across campus. As a Human Resource Management scholar, I imagined that my expertise would be valued. However, that was not always the case. I was aware of considerable pay compression and pay inversion in my department and others. In my personal case, my salary with almost forty years of experience was tens of thousands less than that of my junior colleagues. The Administration hired a consulting firm at considerable expense to study pay rather than employ faculty expertise. The result was an inconclusive and even disingenuous report. This is not surprising. University administrations have the same tendency to undervalue their employees as profit-making corporations. Of course, the University community suffers. Rising turnover and declining motivation are the fruits of pay compression and pay inversion. There are corollary effects as managers fear honest interactions with their alienated colleagues.

At University System of Maryland schools, inflation-adjusted salaries for faculty decreased by 4% between FY 2010–2022. Pay issues are system wide.

When an organization is out of balance, with raises for administrators and real wage reductions for employees, the remedy is voice. Faculty have much to contribute, but their needs deserve recognition rather than expedient silence. Collective bargaining is the appropriate mechanism for guaranteeing voice and redeeming Morgan's potential. It strengthens the fragile systems of faculty governance.

Members of the Committee: Maryland is a state that values collective bargaining and has better public sector organizations as a result. Maryland higher education and Morgan State University as one school among many would benefit from the enhanced faculty voice that collective bargaining provides. Collective bargaining is an internationally recognized human right and a pillar of democracy. It is enshrined in the Constitutions of four states. There is no reason to exempt 4-year public institutions from this practice. Please issue a favorable report on HB275 and help heal our colleges and universities.

Thank you very much for your attention.

David Jacobs