

**Written Testimony Submitted to the
Maryland House Appropriations Committee
By Michael Canale, Assistant director, professor of practice
HB 493**

**State Personnel - Collective Bargaining - Faculty, Part-Time Faculty, and Graduate Assistants
February 9, 2024**

FAVORABLE

Dear Chair Barnes, Vice Chair Chang, and members of the House Appropriations Committee,

Instructors are not all the same and pay should reflect the experience, student feedback forms, and teaching success rather than publication

Sincerely,
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*This testimony has been submitted on behalf of this individual by the University of Maryland Graduate Labor Union (GLU) and the Chapter of the American Association of University Professors (UMD AAUP).
Please contact us at mail@umdgradworkers.org or umdaaup@gmail.com if you have any questions.*