

**Written Testimony Submitted to the  
Maryland House Appropriations Committee**

**By Heidi CM Scott**

**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,

My name is Dr. Heidi Scott and I am an Associate Clinical Professor and Senior Lecturer at The University of Maryland, College Park, where I have worked and learned for 15 years.

In my eight years of work at UMD as a professional-track faculty member, I've had six different titles in four colleges, so I know my way around campus. I've enjoyed many of my jobs on campus. But I'd like to speak specifically to one situation: my time as an Assistant Clinical Professor in the redesigned University Honors program, which I held for a 3-year limited term from 2019-2022. (This year the program changed the title to "Visiting Lecturer," the most degraded title I've ever heard applied to a faculty member. This is to provide cover for their short non-renewable contracts. They apply the glam but meaningless title of "Collegiate Fellow" to these faculty members, an example of the UH's dual vanity and vapidty.)

UH enjoys lavish funding: it is designed to recruit the top high school graduates to UMD instead of an Ivy-league rival. But the faculty are systematically denied promotions and even contract renewals. We know our end date as soon as we begin, and this hopelessness kills faculty morale, program culture, and leads to a lot of early attrition. There's no governance structure to include the faculty in the design and operation of the program -- all is controlled by a few administrative staff. While faculty are "cycled out" (euphemism) based on their contract expiration date, the non-teaching administrative staff are paid more than twice as much, and have enjoyed further promotions of title and pay, all while boasting of the program's success to Deans and the Provost. They boast across the bent backs of their faculty, who teach some of UMD's most promising students within in a toxic work environment of temporary, precarious, employment, denial, gaslighting, and bad management. Legislators of Maryland, this is what your allocation is funding: inequality, resentment, and truncated careers. Parents of Maryland, this is what your high-performing children may not be aware of when they enroll in the Honors College at UMD.

I support SB 247 because it would give a collective voice to the nearly 4,000 professional-track faculty that UMD relies upon to teach 70+% of its courses. We are experienced professionals with terminal degrees and status within our fields - but in many departments we fail to make a living wage. PTK faculty in many cases have absolutely no governance role in the programs to which we've devoted years of our professional lives. As the administrative ranks bloat with more high-salary but non-teaching positions, faculty in the Honors College and other campus units are left wondering whether they will have any job in the upcoming semester. Students suffer from the lack of program culture, the low morale of their instructors, high rates of course turnover, and a stunning arrogance shown by the administrative staff regarding their faculty's plight. This program illustrates the full-scale sellout by tenured administrators against the younger generation of faculty, who comparatively skew toward women and people of color.

We need state legislators to intervene with a complacent administration and grant us collective bargaining so that we can negotiate with some power. Otherwise, we're simply ignored; we're told that the problem is us; we're excluded and discontinued. The administrators continue to earn their 300K+ salaries with zero accountability to their faculty. The Strategic Plan emphasizes "Investing in People and Communities" - well then, let the people who teach most of UMD's classes be heard. The current shared governance based on the Senate and the Faculty Affairs office is not working.

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).  
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