

**Written Testimony Submitted to the  
Maryland Senate Finance Committee  
By Nicole Fabricant, Professor of Anthropology  
SB0823**

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

**March 7, 2024**

**FAVORABLE**

Dear Chair Beidle, Vice Chair Klausmeier, and members of the Senate Finance Committee,

My name is Nicole Fabricant and I am a Professor of Anthropology at Towson University where I have worked for 13 years. I call on this committee to issue a favorable report to this Bill. The state already grants the right of collective bargaining towards nearly every other state employee, as well as the faculty at our community colleges and the non-academic workforce at our four-year institutions. It is clear that this right should be extended to all higher ed workers in Maryland.

I am a faculty member who teaches 3 classes per semester and advises 55+ undergraduates. My classes generally have 35 to 45 students and we do not have TAs. This means we are grading over 100 papers several times throughout the semester. I am not just a teacher but also a mentor and spend hours with students after work and on weekends.

I have seen over the last 13 years an increase in size of classes and less resources for faculty. I have also seen the ways in which my colleagues who are adjuncts or lecturers become expendable and disposable. They are over worked and under paid!

I support this bill because every state employee in higher ed should have the right to unionize. We are all workers and laborers in a University now structured as a business. When I arrived at Towson we did not have maternity leave I was expected to return to the classroom two days after my first child was born. Collective bargaining rights would allow us to have more humane working conditions (salary, class size, control over curriculum, workload, job stability), racial and gender equity issues, governance, effects on student education, the prosperity of Maryland and Marylanders.

Members of the Committee, This state has for decades viewed collective bargaining between state employees and management as the best way to promote democracy in our workplaces and public institutions. The right to collective bargaining has long been recognized as not only a fundamental human right, but also as the best method of ensuring that employee voices play a vital role in constructing conditions that govern our workplaces. It is a right granted to many other public higher ed institutions in the nation and we need to move forward with this legislation which would allow faculty to collective bargaining rights.

Thank you.

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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