

**Written Testimony Submitted to the
Maryland Senate Finance Committee**

**By Ian Power, Associate Professor & Director of Arts Production & Management
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 Ian Power and I am an Associate Professor at the University of Baltimore. I am President of the AAUP Asvocacy Chapter at the University. Adjunct professors at University of Baltimore earn approximately \$2500 per course, the same I earned as an adjunct there in 2013. It is abysmally low, and makes recruiting adjuncts difficult and based on privilege. Many grad workers are even worse off.

Community College workers in Maryland have the right to bargain; so do university staff members. Why not instructors in the USM, which includes several HBCUs and PBIs?

This is a diverse, democratically controlled state. There is no reason instructors who are state employees should be legally barred from even *voting* on unionization, especially when K-12 teachers, community college professors, and even many instructors at private colleges have the right in this state.

- a) Almost all Maryland state workers enjoy collective bargaining rights. All 22,000 state university grad workers and faculty should too.
- b) Maryland's community college professors and K12 teachers enjoy collective bargaining rights. All state university grad workers and faculty should too!
- c) Faculty in DC, PA, DE, and NJ, and many other states further afield enjoy collective bargaining rights; Maryland is losing top graduate students and faculty to those states as a result.
- d) Collective bargaining rights would attract more diverse graduate students and faculty, and enable the diverse population of Maryland to earn a living wage. Adjunct instructors at the University of Baltimore earn \$2500 per course. That rate, which is among the lowest in the country for a four-year school, means that only people with privilege can afford to take it, and I know from personal experience it makes recruiting extremely difficult.
- f) Grad workers at Morgan State earn just \$12,000/year, below the poverty line. This amount is even lower at other Maryland universities.

This bill does not create any unions. It simply gives instructors the right to gather and vote. It is a basic right that is already extended to community college faculty and university staff. Please extend it to instructors as well. It is badly needed.

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 info@umdgradworkers.org or umdaaup@gmail.com if you have any questions.