

**Written Testimony Submitted to the  
Maryland House Appropriations Committee  
By Ian Power, Associate Professor & Director of Arts Production & Management  
HB0661  
State Personnel - Collective Bargaining - Faculty  
March 4, 2025  
FAVORABLE**

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

My name is Ian Power and I am an Associate Professor at the University of Baltimore. I am President of the AAUP Advocacy 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.

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 United Academics of Maryland.*