

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

By Beth Guay

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 Beth Guay and I am a full time non-tenure track faculty librarian at the University of Maryland, where I have worked for nearly 30 years. I call on this committee to issue a favorable report on 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.

At the University of Maryland Libraries, I have witnessed the recurrent pattern in which high performing faculty members depart for higher paying positions that offer sensible workloads; most often, they leave for positions in the DMV. This requires other faculty members to cover, in addition to their own heavy workloads, those of their departing colleagues, and administrators to constantly evaluate which service areas to move the departing positions (i.e., salaries) to. The Libraries' Strategic Positions Request: Guidance for Prioritization of State-Line Positions (4/6/21) states: "The need for prioritization is urgent, because we do not have the base budget to fund all desired state-line positions in the Libraries." The constant turnover of library faculty is costly to the State of Maryland, not just in the time and expense of administrators: librarians undergo peer review for promotion and permanent status, which requires a substantial amount of their valuable time, time that should be spent serving students, researchers, and educators. The cycle of new position searches and departures repeats over and over again each year. As I testified last year, the State of Maryland's investments in its library faculty ultimately reward institutions outside of the University and of Maryland.

Furthermore, I support this bill because over the course of my 29 years of employment I have found that shared governance has failed to improve the working conditions of colleagues among the faculty ranks. For example, in 2016, the Chair of the Senate Faculty Affairs Committee presented 9 recommendations in a report (Senate Document # 12-13-50) entitled "Review of Salary Inequities." The report provided procedures that could "balance administrative decision-making and oversight with faculty need for transparency, voice, consistency, and recognition." The Committee's extensive analysis of the University's and peer institutions' practices was an exercise in futility. Recommendations for addressing transparency, salary compression, and systemic inequities by gender and race have not been implemented.

Additionally, I have lived through multiple "climate" surveys that have produced data never acted upon by University administrators. The most recent survey (not publicly available), conducted in spring 2024, the "Belongings & Community Survey," reported that only 40% of all faculty respondents agreed with the statement "UMD provides resources to help me manage my work-life balance." Thirty-nine percent agreed with the statement, "My workload has increased without additional compensation because of things outside my control (e.g., retirements, departures, department/unit expansion)." My experiences, over my nearly 30 years of employment, inform me that this survey's findings will amount to nothing without collective

bargaining rights for higher education workers.

Members of the Committee, I believe that unless collective bargaining rights are granted to all higher ed workers in the State of Maryland, the working conditions of its faculty will not change. The University Senate will continue to hear reports from Senate faculty affairs committees and well paid consultants. University administrations will continue to overlook these reports and the welfare of their faculty, ultimately, to the detriment of higher education in the State. At a University, faculty working conditions are students' learning conditions. I again therefore call for a favorable report to this Bill.

Sincerely,

Beth Guay
Home Campus: University of Maryland, College Park
University Libraries
7901 Regents Drive, College Park, MD, 20740
bguay@protonmail.com

This testimony has been submitted on behalf of this individual by the United Academics of Maryland.