

# **Written Testimony Submitted for the Record to the Maryland Senate Finance Committee**

## **Faculty Collective Bargaining Bill**

### **SB 750**

**February 20, 2025**

Chairperson Biedle, Vice Chair hayes and members of the Senate Finance Committee:

My name is Patricia Goslee. I am a full-time tenured professor at the University of Maryland Eastern Shore. I teach courses that prepare students to become Special Education teachers. I have been at the university in the Department of Education since 2008. I am working with my colleagues and AFT Maryland to secure collective bargaining rights through (SB 750). As faculty, I am one of only a very few Maryland public employees without these rights.

My current salary is approximately \$83,000. I am paid for the classes I teach; however, not for prep or transportation to evaluate students completing their internships.

I served as The Director of Special Education from 2010 – 2023. The duties were inclusive of the following: Coordinator of the Graduate and Undergraduate programs with no additional compensation, advising, recruiting, creating and hosting professional development opportunities, community engagement, while expected to complete components in Scholarship, Research and Service to meet the requirements for promotion and tenure. Shared governance provides a minimal voice; however, it does not address the specific needs of faculty.

As I stated, I have been employed by the department since 2008 and all my faculty evaluations have been at the meritorious level until 2023. During this year, I stepped down as Director of Special Education to focus on my own physical and mental health. I lost my father, Sister and Mother from 2016- 2022. I was also diagnosed with breast cancer in 2023. I served as primary caregiver for my parents and was supported by the Chair throughout. As soon as I stepped down as Director, I received the worst evaluation ever from the Chair with no opportunity to meet as protocol states. She sent the evaluation to me via DocuSign, she sent a copy to the Dean and Vice President. I fought for due process and after 3 meetings, I was finally granted a satisfactory evaluation that the Chair refused to sign. The Chair was angry about this and filed allegations against me stating I bullied her in 2016. This was filled with erroneous accusations and as a result they were not substantiated; however, I was sanctioned with 3 modules to complete having to do with DEI, Microaggressions and bullying and a formal letter will be the result in my file and that was her goal. There is no protection for faculty against their superiors.

Our university is the only place on the Eastern Shore that one can obtain a Graduate and Undergraduate degree in Special Education. There is such a teacher shortage and there is growing demand in this area. It is through the right to collectively bargain, a right afforded like all other Maryland Public Employees and USM peer institutions, that I will have the voice I deserve. Voice in support of my students and the advancement of the University of Maryland Eastern Shore.

Sincerely,

Patricia Goslee