

Hello, my name is Vadrin Colvin-King and I am a professor of Sociology full time at Baltimore City Community College where I have worked for almost 2 years. I call on this committee to issue a favorable report on this Bill. The state grants the right of collective bargaining towards most state employees, faculty at our community colleges and non-academic staff at our four-year institutions. It is clear that this right should be extended to all higher education workers in Maryland.

As tax-payers is it vital that community members, including faculty and staff have a sense of security in our everyday lives. This security includes being able to afford food, shelter, clothing, transportation, as well as intellectual ability and technological resources that drive an advanced society. Increasingly, such resources such as wages, professional development, provision of updated equipment, shared governance have stalled.

I have taught in my discipline full-time for a cumulative 16 years. Therefore, I bring a wealth of experience, insight in how I share content with my students. However, my salary reflects that of a novice professional, while colleagues at my institution with vastly less experience earn a higher salary.

Additionally, as a full-time professor, I am assume additional courses (outside of the 15 credit hours per semester I am contractually obligated to meet) often without benefit of a contract nor payment for these courses until months after the course has already been completed. This is unacceptable.

The relationship between teachers and students is a sacred relationship that has a tremendous influence on both parties, not only in manifesting the objective of teaching and learning, but also in fostering self-efficacy which transmits to a substantial impact on all of the community. As a community college professor for nearly 24 years, let me be clear on my particular perspective with regard to shared governance: The duty of administration is to maintain organizational structure, support faculty and students in their efforts, procure financial and technological resources by collaborating with community benefactors, and provide a vision of leadership that sustains and propels the college as a beacon in the community for educational, personal and workforce development.

However, at Baltimore City Community College, these particular responsibilities have gone unfulfilled. Instead, governance operates unilaterally where upper-level management make decisions specifically as it pertains to faculty without input from faculty members. Additionally, work done by faculty members in committees, particularly promotion recommendations, have been dismissed and overturned by administration, while current faculty senate leadership has been rendered ineffective as members report having had their academic input and concerns muted, and then dismissed without follow-up communication.

*Collective bargaining allows transparency with respect to decision-making that structurally and individually impacts students, staff, and faculty. For example, dual-enrollment programs such as the Mayors' Scholars is a good, but unorganized program which depends on college faculty support. Leaders at every level of the process should be engaged collaboratively to structure the program that benefits students in their higher education attainment. Instead, faculty members are coerced (sometimes at the last minute) to teach dually-enrolled classes and expected to travel to the high school campus (without travel reimbursement or differential compensation).*

*Faculty expectations and demonstration of integrity towards our students and upper level administration are high. However, there seems to be a decreasing demonstration of esteem for the front-line engagement and commitment toward educators. Collective bargaining helps to*

*ensure the same level of accountability is upheld for all stakeholders including high education officers. This accountability includes but is not limited to fair and equitable salary, transparent communication and inclusionary governance, academic freedom, procurement of resources, and an organizational structure which includes succession to maintain professional and institutional viability. As many of our colleges and universities rely on federal funds to provide learning to our students, it is incumbent for these same institutions to follow the Equal Pay Act ensuring that wage are distributed fairly and equitably for comparable jobs that require comparable degrees. As a full-time instructor at the college-level which requires a master's degree, I make 30% less salary than male contemporaries at my college who have comparable years of service and some with less years of service.*

*Again, collaboration between faculty, staff and administration is vital. Collective bargaining ensures that all stakeholders are aware of their roles and responsibilities upfront without coercion or other tactics. As a citizen who returned to Baltimore, Maryland after several years in North Carolina, I was shaped in the Baltimore City Public School system with educators who invigorated my esteem, quest for knowledge, and activism. Future Business Leaders of America (FBLA) advisor and educator at Booker T. Washington Middle School, Ms. Flossie Johnson, advisor at Future Business Leaders of America and teacher at Booker T. Washington Middle School led a massive effort to help elect Kurt Schmoke to the office of Mayor in 1986. I am proud to have been one of her mentees, standing at Pennsylvania Avenue and Martin Luther King Blvd. with signs and voter registrations as a young twelve-year old. Now, Mr. Schmoke chairs the Board of Trustees at Baltimore City Community College where I come full circle in my activism towards change. I hope that Chairman Schmoke and others on the board of trustees at BCCC stand in solidarity toward a favorable report to this bill that ensures collective action, fairness, equity, and shared governance to sustain continued opportunities for educational attainment for all people in Maryland.*