

**Written Testimony Submitted to the  
Maryland Senate Finance Committee  
By Lillian E. Doherty, Professor Emerita  
SB0750**

**State Personnel - Collective Bargaining - Faculty  
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FAVORABLE**

Good afternoon Chair Beidle, Vice Chair Hayes, and members of the Senate Finance Committee.

My name is Lillian Doherty and I am a Professor Emerita at the University of Maryland College Park. I am writing to urge you to support this bill to legalize collective bargaining for instructional faculty in the University System of Maryland. I retired this past summer after teaching at the University of Maryland College Park for nearly 40 years and I can see that the lack of this right is taking us in the wrong direction. The severe earnings gap we see at the national level is reflected at the University, where managing administrators earn nearly twice the average salary for tenure-track faculty and too many courses are taught by seriously underpaid non-tenure-track instructors. There is a lack of transparency in the allocation of salaries and a widespread sense of exploitation among graduate assistants and non-tenure-track (now called "PTK") faculty, who earn much less than even the lowest-paid tenure-track instructors. And these are the people who teach most of our students. Currently, UMD College Park has the lowest graduate assistant stipend in the Big Ten when adjusted for inflation. (At the same time, it has the second highest athletic subsidy in the Big Ten.)

The number of non-tenure-track instructors virtually equals the number of tenure-track faculty. At the same time, the number of graduate assistants has increased, to the point that in all, 74% of instructors are either non-tenure-track faculty or graduate assistants. Tenure-track (TTK) faculty are overworked because there are fewer of them to carry out responsibilities that non-tenure track instructors cannot; but the PTK colleagues are expected to assume an excessive teaching load: the "normal" load for a PTK instructor at College Park is 8 courses a year! As a result, both groups are stretched thin. While administrative positions have multiplied, the number of non-managerial staff, who support the faculty, has declined, increasing the number of non-academic tasks instructors are expected to perform.

Passage of this bill does not mandate unionization: it sets the stage for a democratic process in which university workers can engage in open debate and make an informed decision. Our new governor says "Leave no one behind"--let's apply that to the instructors who teach a majority of our college students.

Sincerely,

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