

**Written Testimony Submitted to the  
Maryland Senate Finance Committee**

**By Heidi CM Scott**

**SB0750**

**State Personnel - Collective Bargaining - Faculty**

**February 20, 2025**

**FAVORABLE**

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

I ask for a favor report on this bill. I've been a member of the UMD community for many years, and a Professional-Track (PTK) Faculty member since 2016. I value my job, my cross-campus community, and the opportunities much of my work at UMD has provided. However, UMD faculty members, particularly PTK faculty, do the majority (70%+) of teaching, and receive a fraction of the pay and job security of tenured faculty and administrators. I have experienced arrogant management styles more in tune with Elon Musk's tactics than with a quality state institution that claims to "Invest in People and Communities," (i.e., if you don't like it, leave, or be fired).

Experienced PTK faculty with Ph.Ds work at a university in which our department chairs and program directors, as well as senior administrators, can make 7 times our own salaries. Many full-time PTK faculty teaching 8 courses a year (the max) make less than \$50,000 per year while living in the expensive DC area. Yet PTK faculty are on the front lines of teaching and research. In a sinister turn, the administration now condones the systematic use of short-term, non-renewable, non-promotable teaching positions using "visiting faculty" titles, despite the fact that this use of "visiting" titles is not in the official 2017 Senate Document (doc # 15-16-17).

I experienced that faculty control tactic while teaching in the University Honors (UH) program, which aims to recruit the best new undergraduates to our campus by offering curricular and living-learning opportunities. The poor design of the UH program is evident in its constant churn of temporary faculty. The director is given the latitude to use visiting faculty appointments that diminish the program's aims because they lead to faculty discontent and early attrition. This is bad for students and bad for faculty. It is good only for administrators' aim to exert control.

I've attempted to raise awareness through conversations with people in power, and by using the official shared governance UMD offers: the University Senate and affiliate committees. I've experienced indifference about this abuse of titles, as well as other problems that PTK faculty have raised regarding workload, pay rates, and toxic workplaces. The administration and Faculty Affairs pretend to advocate for us, while turning the screws tighter. After 3 years of trying, I'm convinced that shared governance through the Senate and committees are not effective ways to represent faculty needs and interests. We need the right to collective bargaining. It's a dark shade on the State of Maryland and its university system that we do not already have this right, as our peers do. Thank you, Maryland legislators, for reading my testimony.

Sincerely,  
Heidi CM Scott  
University of Maryland, College Park  
7901 Regents Drive, College Park, MD 20740  
heidiscott@gmail.com

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