

**Written Testimony Submitted to the
Maryland Senate Finance Committee
By Michael Canale, Assistant director, professor of practice
SB0750
State Personnel - Collective Bargaining - Faculty
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INFORMATIONAL ONLY**

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

Instructors are not all the same and pay should reflect the experience, student feedback forms, and teaching success rather than publication.

Sincerely,

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