

Members of the Senate Finance Committee. I'm Dr. Marcus Johnson and I am an Assistant Professor of Government & Politics at the University of Maryland-College Park.

I grew up in Maryland and my roots in Baltimore run deep. My father, Bishop Marcus Johnson, is the Pastor of New Harvest Ministries, in southeast Baltimore. I proudly went to UMD for undergrad and have had the incredible opportunity to return to UMD as a professor after completing my PhD at Princeton. I currently live in District 40, in the same district with many students and faculty at Coppin State, Morgan State, UB, UMB and even UMD College Park. There is much about being a Marylander that I am proud of. But one thing I am decidedly not proud of is the fact that my state denies the most basic labor right of collective bargaining to its faculty.

The bill before you now has the ability to start to change that by giving the right to non-tenure-track faculty throughout Maryland to decide for themselves if they want to be collectively represented and have a say in their workplace.

This is the right place to start. Non-tenure Track faculty have very little to no protections from arbitrary dismissal. When their federal grants are cancelled, they take salary cuts and even face contract termination. They are paid significantly less than I and other Tenure Track faculty, despite doing much of the same work. Non-Tenure Track faculty make the university run: they teach the bulk of undergraduate and master's level classes. They do the research and bring in the grants that create the scholarship and provide the resources that make our USM institutions excel. They went to graduate school and wrote dissertations, just like I did.

This does not make me proud to be a Marylander. It shames me that the USM stratifies our workforce in this way, without just recourse. And I am not alone. As we have been doing outreach in our communities to build support for this bill, the most frequent reaction we get when we talk about the poor conditions that non-tenure-track work under is shock. Marylanders are shocked that here, in the progressive State of Maryland, faculty are denied the right to

collectively bargain. This does not make Marylanders proud. It makes us ashamed and angry.  
Members of the Finance Committee, you have the power to change that today.