

Graduate Assistants and Adjunct Faculty Study: The committees request that the University System of Maryland (USM), in conjunction with other stakeholders, submit a report by November 1, 2009 examining: (1) the status of graduate assistants and adjunct faculty in Maryland's state public higher education institutions, including: (a) the current salary, benefits, internal grievance procedures and present procedures for management-employee communications for graduate assistants and adjunct faculty at USM, Morgan State University (MSU), St. Mary's College of Maryland (SMCM), and Baltimore City Community College (BCCC); (b) efforts undertaken by USM, MSU, SMCM and BCCC to improve and strengthen conditions for graduate assistants including salaries, benefits, policies and working conditions; (c) the educational role played by the various categories of graduate assistants and adjunct faculty, including the degree to which graduate assistants and adjunct faculty contribute to the function of and educational experience at these institutions; (2) assessment of how the status of graduate assistants and adjunct faculty in the above institutions compares with graduate assistants and adjunct faculty nationally; and (3) consideration of collective bargaining and other options that build upon the principles and practices of shared governance for improving the status of graduate assistants and adjunct faculty, addressing: (a) the estimated impact of collective bargaining or shared governance options on the standard of living for graduate assistants and adjunct faculty; (b) the effects of collective bargaining and shared governance options on the educational experience of graduate assistants and on the educational mission and environment of institutions; (c) the costs to the institutions and their impact on institutional financial viability; and (d) any consequential benefits or detriments that might be incurred by the State as the result of collective bargaining or other options for graduate assistants and adjunct faculty. The report shall include a description of conditions for graduate assistants and adjunct faculty at USM, MSU, SMCM and BCCC and make recommendations, if deemed necessary, for measures to improve the status of graduate assistants and adjunct faculty in the above institutions. Due to the fundamental employment differences between graduate assistants and adjunct faculty the report should separately examine the two groups according to the factors listed above.

USM shall convene a group of the following individuals to prepare the report: (1) the Secretary of the Department of Labor, Licensing and Regulation, or the Secretary's designee; (2) the Chancellor of USM, or the Chancellor's designee; (3) the State Secretary of Higher Education, or the Secretary's designee; (4) the Secretary of State, or the Secretary's designee; (5) a representative of the State Higher Education Labor Relations Board; (6) three Presidents or their designees representing research, comprehensive and non-traditional USM institutions with experience in collective bargaining on their campuses; (7) one President or the President's designee of either MSU, SMCM, or BCCC with experience in collective bargaining on their campus; (8) one senior higher education officer with expertise in academic affairs; (9) one senior higher education officer with expertise in administration and finance; (10) two graduate assistants currently enrolled at a USM institution, MSU, SMCM or BCCC; (11) two adjunct faculty members currently employed by a USM institution, MSU, SMCM or BCCC; and (12) two representatives of organized labor operating in Maryland's education market.