

**Written Testimony Submitted to the  
Maryland House Appropriations Committee  
By Jennifer Golbeck, Professor  
HB0661  
State Personnel - Collective Bargaining - Faculty  
March 4, 2025  
FAVORABLE**

Good afternoon Chair Barnes, Vice Chair Chang, and members of the House Appropriations Committee,

My name is Jen Golbeck. I am a full Professor and I have been on the faculty at UMD since 2007, and as a PhD student and postdoc here since 2001. I call on this committee to issue a favorable report to this Bill. The state already grants the right of collective bargaining towards nearly every other state employee, as well as the faculty at our community colleges and the non-academic workforce at our four-year institutions. It is clear that this right should be extended to all higher ed workers in Maryland.

This bill would bring security, fairness, and consistency to faculty across campus. Collective bargaining can help reverse attacks on higher education by allowing faculty an independent collective voice.

Members of the Committee, this state has for decades viewed collective bargaining between state employees and management as the best way to promote democracy in our workplaces and public institutions. The right to collective bargaining has long been recognized as not only a fundamental human right, but also as the best method of ensuring that employee voices play a vital role in constructing conditions that govern our workplaces. It is a right granted to many other public higher ed institutions in the nation, and indeed to many private, prestigious institutions in our own state. The reasons to exempt four-year public higher ed institutions from this path make no sense. I again therefore call for a favorable report to this Bill.

Sincerely,

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