

**Written Testimony Submitted to the  
Maryland House Appropriations Committee  
By Stephen Greenberg, Adjunct  
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 Stephen Greenberg (MSLS, PhD) and I am an adjunct in the College of Information at the University of Maryland College Park. I have taught there as an adjunct every year since 2006. I call upon this committee to issue a favorable report on 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 education workers in Maryland. In my nearly 20 years at UMD, I have never once had an office, a permanent and stable email address, a phone number, or even a mailbox. I rarely have a key to my classroom. Although I teach every year, my credentials are scrubbed after each class, and I must re-apply every year for simple access rights. This seriously affects my ability to be in touch with my students before, during, and after class. I am told that this is a computer security issue, but at the same time I have never been issued a university-secure computer. All my work must be done on less secure, personally owned equipment. Given my adjunct status, I cannot protest or appeal this situation. But which is really less secure? In the end, it is the students who suffer. Effective teaching rests upon good and consistent communication between students and faculty. I cannot rely upon this process to take place. A student looking for a reference or recommendation 180 days after the end of a semester will not be able to contact me, although my name still appears on the UMD websites. Many other part-time and adjunct faculty face But without a collective bargaining entity, we have no platform from which to work for better conditions. 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.*