

**Written Testimony Submitted to the  
Maryland House Appropriations Committee  
By Edward Daschle, Adjunct Faculty**

**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 Edward Daschle and I am an adjunct professor at the University of Maryland in College Park, where I have worked and studied for 4 years. 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.

I teach four classes with up to 19 students each, three technical writing classes and one interdisciplinary creative writing workshop class. In my role as an adjunct professor, I create syllabi, lesson plans, and assignments; I lecture, lead class discussion, answer student questions, and grade assigned work; and most importantly I foster a classroom environment where students feel empowered and excited to learn and to participate in the process of learning the material. Without interest, it is difficult to learn and harder still to focus. A professor interested both in the subject and also in their students' success is essential to a productive classroom environment.

Collective bargaining rights are essential to reduce the stress professors need to take on as they balance the work the classroom requires with the often uncertain nature of the profession. As an adjunct in particular, my power is limited as I am assigned classes on a semester basis. With collective bargaining rights, I can more deeply trust the security of my place in the academic world.

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.*