

**Written Testimony Submitted to the  
Maryland House Appropriations Committee  
By Emily Parker, Associate 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 Emily Parker. I am a tenured professor at Towson University. I teach courses in the history of political and environmental philosophy. My students tell me on a regular basis that they value the research that I convey to them. They understand that the heart of a university is in its research and teaching, and they are there to learn. I am a committed teacher and researcher, and I mentor numerous students every year. I have been at Towson University for 11 years. I am working with my colleagues to secure collective bargaining rights through this Bill. As faculty, I am one of only a very few Maryland public employees without these rights. The right to collectively bargain is one afforded to almost all other Maryland public employees and peer institutions of the University System of Maryland. This bill would correct a significant injustice. As a matter of principle, I believe all workers should have the right to collectively bargain in order to democratize the spaces in which they work. With the increase in administrative positions over the last few decades, the decision making power of faculty has significantly diminished. To some extent the creation of administrative positions has improved university culture, making it more democratic. However, with the introduction of record number of non-faculty staff making decisions about university life, together with the fact that administrators do not necessarily have any knowledge of or experience with teaching and research, faculty do not have the power to make basic decisions about their educational institution. Collective bargaining power would rebalance university culture so that faculty shape university culture together with all university staff.

Sincerely,

Emily Parker, Associate Professor  
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*This testimony has been submitted on behalf of this individual by the United Academics of Maryland.*