

**Written Testimony Submitted to the
Maryland Senate Finance Committee**

By Molly Mee, Professor

SB0750

State Personnel - Collective Bargaining - Faculty

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FAVORABLE

Good afternoon Chair Beidle, Vice Chair Hayes, and members of the Senate Finance Committee.

I am a full time, tenured professor at Towson University. I have taught a variety of graduate and undergraduate-level courses in the College of Education since 2006. I entered TU as an Assistant Professor in 2006, was promoted to Associate in 2012, and to full in 2018. I served three years as the Department Chair and have served in other leadership roles during my 19-year career at TU. I have conducted research in areas that include middle level education, restorative approaches, Black male teacher candidates, and more. I am working with my colleagues and AFT Maryland to secure collective bargaining rights through this bill. As faculty at Towson University, I have witnessed that shared governance does not always work to protect faculty from unfair practices and retaliation from administration. I am one of only a very few Maryland public employees without these rights. It is crucial that administration be held accountable through outside checks and balances, of which there are none enforceable at this time. I have witnessed faculty be mistreated and with no oversight to ensure they receive proper due process. This type of treatment undermines faculty ability to perform their duties and damages the integrity of shared governance at Towson University. I am speaking out now because the lack of transparency and accountability is harming the academic community at large. Faculty must have a system that protects them from unjust treatment and supports their ability to perform their jobs free from fear of retaliation. I ask for your support in ensuring that faculty members at Towson University are granted the same collective bargaining rights as others across Maryland. These rights will provide us with a platform for fair processes, protection from retaliatory actions, and a voice in decisions that impact our careers and the future of our institution of higher education. Thank you for your attention to this critical matter. I look forward to working together to secure a fair and just environment for all faculty members at Towson University.

Sincerely,

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