

**Written Testimony Submitted to the
Maryland Senate Finance Committee
SB0006**

State Personnel - Collective Bargaining - Nontenure Track Faculty

February 05, 2026

FAVORABLE

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

My name is Charles G. Baldwin. I am a tenured Associate Professor at the University of Maryland Eastern Shore. I teach in the Education Department, and I study the impact of book genre on children's literacy development. Additionally, I am a Vice-chair at the State of Maryland Literacy Association, and past Chair of the Eastern Shore Literacy Association. I am in the middle of my 11th year at UMES.

All faculty deserve bargaining rights. This testimony is advocating for these rights be provided non-tenure track faculty.

I very much enjoy my job, but my voice, along with the voices of my teaching colleagues, is not heard by the administration, and I am tenured faculty. Non-tenure track faculty have little if any job stability and are usually unfairly compensated. Factors that further undercut voice.

We have a bureaucracy so ineffective that it has a name, the "Hawk Shuffle". At UMES process is king. It is more important to follow a deeply flawed process than it is to have results, get something done, and be effective. The Hawk Shuffle exists because the administration focuses on solving their problems, not the problems of those below them in the hierarchy. And because there is no bottom-up review at UMES, administrators are not incentivized to address the problems of those below them. The faculty do not have input on the effectiveness, or lack of effectiveness, of administrators.

Strengthening the voices of the instructional staff is crucial to making UMES, a university with an 11% four-year graduation rate in 2024, improve its effectiveness. Giving instructors a voice is critical to achieving the University's goal of a 50% six-year graduation rate. Improvement comes from listening to those on the front lines. Any claim that the University does this is lip-service, dismissing the critical needs of the University.

UMES is vital to life on the Eastern Shore of Maryland. In my department, we develop the shore's next generation of teachers; we make sure that our public schools are filled with qualified teachers. UMES is an engine of growth and education for the Eastern Shore and for Maryland. Yet, faculty do not have shared governance in anything but form, not reality, and our voice is not heard. We also lack the protection that having a union will confer, like better and fairer labor protections. Giving the instructors at UMES collective bargaining right will only make UMES stronger, better, and more able to serve its students and the community.

Sincerely,

Charles G. Baldwin
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This testimony has been submitted on behalf of this individual by the United Academics of Maryland (UAM).