

**Written Testimony Submitted to the
Maryland House Government, Labor and Elections Committee
HB0106
State Personnel - Collective Bargaining - Nontenure Track Faculty
February 10, 2026
FAVORABLE**

Good afternoon Chair Wells, Vice Chair Kerr, and members of the House Government, Labor and Elections Committee.

I am Dr. Daniel Greene and I am an Associate Professor of Information at the University of Maryland in College Park, where I have worked for eight years as faculty, and, many years ago, another six years as a graduate student. I call on this committee to issue a favorable report to this bill. The state already grants the right to collectively bargain to every other state employee, as well as our brothers and sisters at our community colleges and the staff in our 4-year institutions. It is clear that this right should be extended to the rest of higher education in Maryland.

I study how technology changes the workplace, and I train the students who go on to fill urgent gaps in our state and national workforce as data scientists and software developers. Of my graduate cohort, I am one of the lucky few to secure a tenure track faculty position--let alone one near my daughter's grandparents! Most of my peers are contingent faculty, teaching four or five classes a semester on semester-to-semester contracts, without an office for office hours.

After receiving my PhD, I worked at Microsoft. The job was terrific and the money was great (more than I'll make for some time as faculty), but I felt a pull home to serve the great state of Maryland. Especially when some of my old students wrote to me in distress after the murder of Richard Collins III on campus. They felt the university wasn't working for everyone. And despite my new job, I have to agree. Our bosses talk about shared governance but there is no shared governance over university budgets. Instruction units control their expenses but have no control over the largest sources of revenue: undergrad tuition and state funding. The provost has frozen our college's undergraduate revenue, and as a result, my undergraduate classes rarely have fewer than 75 students. I cannot train the workforce of the future when I can't even learn their names. Our working conditions are their learning conditions.

My peer faculty who are women and people of color do not feel safe speaking up about workplace harassment because, instead of a collective bargaining process where we face management as independent equals, we have various HR systems through which the university can protect itself, rather than its workers. Plus an ombudsperson with no arbitration power, simply a license to contact offender and offeree and talk things out. And frankly, a non-union workplace is not a competitive one. When Maryland acts like conservative, right-to-work state, it prevents me from recruiting the best graduate students, who seek out the security of U Michigan or Berkeley's union contracts, or the best faculty, who worry we won't have any way to fight back when a Republican takes the governor's mansion again and starts banning books like Florida. We need to match the standard set by our peers in New Jersey, California, Illinois, Michigan--where faculty and graduate student unions have long been a part of their vibrant public universities. Governor Moore has said he will sign this bill. He demands we leave no one behind in Maryland. But year after year, Annapolis has chosen to leave behind 27,000 members of the state's academic workforce and the 100,000 students we teach every year.

As a tenured faculty member, I have no higher political priority than unionization for my nontenure track colleagues. They teach five times as much as me for half the pay. They're asked to build classes and programs and labs that'll last for decades but they have no idea whether they'll have a job next semester. They cannot speak up to their supervisors because those so-called contracts can be recalled at will. They cannot teach freely about climate change or racism or AIDS because one bad student evaluation or surreptitious video could result in their firing. They cannot hold office hours because they do not have an office. And they cannot fulfill leadership roles in university service, and so the service load only increases for tenured faculty--we feel our colleagues' precarity as a sort of phantom limb. If we want our students to have the best learning experience possible, if we want to be as fearless in our research as it says on the brochures--then the committee must grant collective bargaining rights to faculty.

I urge the members of this committee to issue a favorable report to this bill. The right to collective bargaining would put us on equal footing with other state workers, ensuring that we can negotiate with the administration for the resources we need to do our jobs, create safer workplaces, and recruit top students and faculty to our great state. Maryland has long recognized that collective bargaining is a fundamental human right, one that ensures the public sector works not only for its workers but the public at large. We must live up to our labor values within our greatest resource: The universities training Maryland's future workforce.

Sincerely,

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