

**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.

My name is Dr. Emily Parker. I am a tenured professor of philosophy at Towson University, where I have been teaching for over twelve years. I am a committed teacher and researcher, and I believe in the power of public education to help young people understand themselves and their world. I mentor numerous students every year in and outside of class, and I write letters of recommendation on behalf of students going out and making lives for themselves in Maryland and beyond.

I write today because I believe faculty should have a say in university decisions. Currently all faculty lack a voice. We participate in "shared governance," but this is not a substitute for collective bargaining. Please vote to ensure collective bargaining for faculty. "Shared governance" assumes a level of input no faculty member has in practice, not even tenure track faculty. Let's be honest. Universities today are run like businesses, and administrators make the decisions, even decisions about hiring that should be made by faculty.

No matter what, the perspectives of administrators and faculty are going to contrast, and only mandating collective bargaining will give faculty the authority to contribute their perspectives.

Non-tenure track faculty are even more subordinated by this situation. They are typically not

included in departmental meetings, even though no university in the country could survive

without non-tenure track faculty. They are hired with no guarantees of future employment, even though the advanced degrees required for university teaching make most non-tenure track faculty incompatible with the wider labor market.

I urge you to promote democratic university life in which all faculty, especially the currently most vulnerable, have a say. Please put non-tenure track faculty in the position to bargain collectively.

Sincerely,

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