

**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. Renee Hill. I am a full-time professional track (PTK) faculty member at the University of Maryland, College Park, where I am honored to serve as a Principal Lecturer and Associate Dean. I have worked at the university for 10 years, during which time I have contributed to teaching, service, program development, and administrative activities that directly support the university's mission and its students. I am working alongside my colleagues in United Academics of Maryland (UAM), to secure collective bargaining rights for faculty in Maryland's public four-year institutions. Despite the essential work we do, PTK faculty remain among the very few public employees in Maryland without the right to collectively bargain.

While all faculty deserve collective bargaining rights, PTK faculty are among the most vulnerable. Like many professional track faculty, I work under fixed-term contracts with no guarantee of renewal. This lack of job security is not theoretical. It is a constant presence that shapes every decision we make, including whether to raise concerns, ask questions, or advocate for ourselves or our students. Our working conditions are often defined by uncertainty: unclear expectations, limited transparency, and decisions that can be made with little notice and no meaningful faculty input. Collective bargaining would not eliminate these pressures, but it would provide baseline protections and a measure of stability during our contract periods.

PTK faculty also often lack a meaningful voice in university decision-making. While shared governance exists, it is limited in scope, advisory in nature, and ultimately subject to reversal by senior administrators. Professional track faculty often have unequal or inconsistent access to these governance structures at the department, college, and university levels. As a result, decisions that directly affect our livelihoods are frequently made without us. A recent example was the university's consideration of ending remote work options for faculty. As a remote faculty member, this prospect was deeply unsettling. The process was marked by a lack of transparency, limited communication, and no meaningful effort to seek input from those most impacted. Remote faculty were effectively isolated across units, making it difficult to organize or even share information. When I attempted to seek clarity directly from senior leadership, I was met not with dialogue, but with hostility. Experiences like this underscore how dangerous it is to lack collective protections.

Despite these challenges, PTK faculty provide enormous value to the University of Maryland and to the state. We teach core courses, mentor students, design programs, support community partnerships, and sustain institutional continuity. We do this work with dedication and professionalism, even while facing lower pay, heavier workloads, and minimal job security. Our commitment is not in question; what is missing is a system that recognizes our contributions and affords us basic workplace rights. The University of Maryland plays a vital role in educating Maryland's students and serving the broader community. Supporting the faculty who carry out this mission strengthens not only the institution, but the state as a whole!

It is through the right to collectively bargain--a right afforded to nearly all other Maryland public employees and many peer institutions--that PTK faculty can finally have a meaningful voice, fair protections, and a more secure foundation from which to serve our students and our university. I urge you to support collective bargaining rights for faculty in Maryland's public four-year institutions.

Sincerely,

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