

**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.

There have been so many moments over my academic career (13 years) where a union would have offered welcomed protections for myself and for my colleagues. From labor without pay, to long-established faculty governance processes being avoided or outright ignored, to new (and often time-consuming, cumbersome, ill-planned) changes to workload and, finally, to selective application of administrative "policies"... There have been more moments than I can count where, if we would have had union protections, our needs as faculty would have been protected, allowing us to focus on what should be the real focus of our efforts--teaching our students and preparing them for the world beyond.

Sincerely,

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