

**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 Samuel Collins. I am a tenured professor of anthropology at Towson University. I am working with my colleagues to secure collective bargaining rights for non-tenure track faculty.

While all faculty deserve collective bargaining rights, this bill will provide these rights to Non-Tenure Track faculty. As tenured faculty, we work alongside our non-tenured colleagues on a daily basis, and we acknowledge their increasing importance in meeting the teaching needs of the university. Yet their importance is accompanied by complete precarity. With little job security and almost no say in the policies that shape their classrooms, our non-tenure track colleagues work at the pleasure of the administration, oftentimes with contracts that can be discontinued at any time. For many, continued employment from semester to semester is never guaranteed.

All faculty lack voice, be they Tenured or not. Shared Governance is not a substitute for collective bargaining as it only covers certain issues and is advisory. Administrators make the final decisions. While we supposedly have "shared governance," all policy decisions regarding our employment have been systematically removed from our control. While we once had more input into the process of hiring, promotion, merit raises and faculty grievances, many of these limited examples of shared governance have been taken away and are now handled exclusively by administration and by human resources.

Towson University is acknowledged as a major economic driver for the state. We educate the college students of Maryland, and the vast majority of those graduates stay in the state to become leaders, start businesses, buy houses and, in general, invest their lives in Maryland. Giving our non-tenure track colleagues a collective bargaining voice would both acknowledge the important role we play in the State as well as allowing our colleagues to do their jobs more effectively at a time when knowledge and training are more important than ever to the future of Maryland. I urge you to allow our non-tenure track colleagues to join their state employee colleagues in being allowed to collectively bargain.

Hopefully, all of us will one day have this same right, and our university will be much improved for it.

Sincerely,

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