

**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 Robert Alex Stubblefield and I am a poet, lay minister, activist-organizer with various organizations such as the Bethesda African Cemetery Coalition, Black United Front Of Moco, DSA, YPP and others. Additionally I am a lifelong resident of Maryland and while not a professor at UMD or a UMD alum, I am writing in favor of this bill, State Personnel-Collective Bargaining for Nontenure Track Faculty. My reasons are discussed below.

The first reason why I support this bill is because the right to do. The right for employees, especially those who are non-tenure at Maryland's public universities to be able to come together and not only unionize but to be able to have the right to negotiate their contracts and have more than a seat at the table and have a hand in decisions that affect their abilities to teach and do research. This is important because non-tenure track faculty are among the most vulnerable. Non tenure track faculty are vulnerable in the sense that they oftentimes have lack of equal access to shared governance at the departmental, college or university level. This is problematic by itself because non-tenure track faculty who like their counterparts have doctoral degrees, publications such as books and articles and also have other professional experiences outside of academia, yet do not as much as a say in what goes on is not right. This includes the workload that many non-tenure track faculty have no say in. I remember from my time as a student at Bowie State University that professors that I had who were non-tenured often times either had too much work which caused delays in grading and writing or had so little work to do it made one wonder if the class was even worth time. Non-tenure faculty offer so much to students in terms of assistance with assignments, advice on work or grad school applications and being able to go to for general advice. This was and still is often valuable to new students because Non-tenure faculty bring in real word experience that only adds to student experience. By giving them full collective bargaining rights, it shows that their perspective is highly valued.

The second reason why I support this is because of the failure of the Shared Governance Model. Shared Governance is a good concept in theory and works only if two equally powered forces come together for the common good. Non-tenure faculty by their very nature as it is now are already at a disadvantage because they are already not protected. Additionally Shared Governance is not a substitute for Collective bargaining and is advisory. What this means is that this Shared Governance model cannot enforce any decisions or recommendations made. All power is still made by high level administrators, which means Shared Governance is not even worth the paper it's printed on.

Non-tenure track faculty play vital roles from research in many departments, to teaching both undergrad and graduate students and also in the local community by spending money at local establishments that benefit everyone. By giving them collective bargaining it actually shows the worth and gives them an actual say in decisions that impact them the most. I strongly urge the passage of this bill and right to unionize to be held sacrosanct.

Sincerely,

Robert Stubblefield
rstubb326@gmail.com

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