

**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 Jessica Shiller, and I am professor of education at Towson Univeristy where I have been working since 2011. I am writing in support of this bill. You may be asking why a tenured professor would support such a measure. It is precisely because I am tenured that I understand the protections that tenure can give, and how precarious non-tenured faculty positions are. Faculty who do not have those protections or the backing of any collective bargaining agreements are at the whim of a few administrators. Sometimes administrators are supportive of faculty, and sometimes they are not. To leave the fate of faculty members in the hands of a few administrators is bad practice. In my previous institution, I was a part of a faculty union, and because of it, I felt secure in my position knowing that a union would help defend me in a conflict with administration and negotiate a contract that ensured a reasonable workload. At Towson, where there is no union, I have had colleagues who are overloaded with courses and advisees and have no choice but to comply with their supervisors. Additionally, I have had colleagues who had disagreements with their department chairs or deans and have faced uncomfortable conversations about their performance, non-renewal of their contracts, or even disciplinary action. Without union protection and it is their word against that of their supervisors. This power imbalance can only be corrected with union protection. I can say that with confidence because I know what it is like to be a member of a faculty union. Unlike neighboring state university systems in Pennsylvania, Delaware, and Washington, D.C., our USM faculty are barred from collective bargaining, which does not make sense and may drive faculty to those other areas. For all of these reasons, I respectfully ask that you support this bill. Thank you for your time and consideration.

Sincerely,

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