

**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.

Greetings to those gathered. My name is Jared Ball and I am currently a tenured full professor at Morgan State University and I want to quickly summarize my emphatic support for this bill, the human right of collective bargaining and unionization.

In my more than 20 years of university teaching in Maryland with 20 at Morgan State alone, I have suffered personally or witnessed first-hand my own work plagiarized and submitted for funding, an erasure of any observable criteria for advancement or compensation, Deans with Bachelor degrees running schools where in-field Ph.Ds. are removed for their having any desire for academic freedom, salaries of favored faculty bumped while the rest are told forever to wait for new studies to conclude women and senior faculty are under-paid, faculty openly referred to as "terrorists" for having been born outside the U.S., direct threats of abuse of power by administration, and an endless list of passive aggressive hostilities. Yet, despite all the complaints, meetings, statements, and efforts to address these and so many other concerns, faculty are forced into silence, encouraged to seek employment elsewhere, or are targeted and told directly that, "if I cannot fire you I will make you want to quit" as was said to me and several others by Dwayne Wickham, a now retired Dean of the School of Communications.

Teaching, learning, and research all are best served by faculty who are themselves supported, confident in their place, properly compensated, and who have the ability to collectively bargain to assure optimum experience for all involved. The quality of research diminishes when faculty are over-worked and under-paid and have no voice to raise and no ability to make themselves heard. The quality of student experience is only enhanced when engaged by faculty who are not exhausted by their third or fourth class of the day, having to come from meetings where they are only threatened into doing more for fear of losing their job, or who have the ability to conduct research and teach in stress-free environments. No labor force should be without an ability to collectively bargain and no one interested in the best results of that labor should stand in the way of this fundamental point.

I am, therefore, in favor of this bill and the support for this long-held human right to collectively bargain.

Sincerely,

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