

**Written Testimony Submitted to the  
Maryland Senate Finance Committee  
SB0006**

**State Personnel - Collective Bargaining - Nontenure Track Faculty**

**February 05, 2026**

**FAVORABLE**

Good afternoon Chair Beidle, Vice Chair Hayes, and members of the Senate Finance Committee.

Greetings, my name is Ron Mower. I am a full-time non-tenure-track professor of Kinesiology at the University of Maryland, College Park. I am working with my colleagues in United Academics of Maryland (UAM), an affiliate of the American Association of University Professors (AAUP) and the American Federation of Teachers (AFT), to secure collective bargaining rights for faculty in Maryland's public four-year institutions. As a faculty member at UMD over the past eight years, I am one of only very few Maryland public employees without these rights. I am also a longtime Maryland resident, having lived here for over 30 years.

While all faculty deserve collective bargaining rights, non-tenure-track faculty are among the most vulnerable because we carry an outsized burden of teaching and service responsibilities, with lesser pay, and unguaranteed short-term labor contracts. Many of my colleagues have also experienced forms of discrimination, arbitrariness in assigning workload, delays on non-existent appointment letters, last-minute changes to work assignments, lack of communication from administrators about expectations, and unclear evaluation procedures.

Furthermore, non-tenure-track faculty lack equal access to shared governance at the department, college, and university level, lack a voice in departmental hiring decisions, and changes to policies and procedures for evaluation and promotion. In recent years, annual evaluations of performance and merit, for example, which previously carried a monetary increase in pay to reward exceptional performance has been cut. After all my efforts to go above and beyond my contractual duties, being evaluated by a committee of my faculty peers, and achieving the highest possible rankings in each category of research, teaching, and service, my reward was an official thank-you letter on university letterhead. PTK faculty cannot eat 'thank-you for your service' letters!

It is through the right to collectively bargain--a right afforded almost all other Maryland Public Employees and USM peer institutions--that non-tenure-track faculty, and, hopefully soon, all faculty, will have the voice they deserve. Thank you.

Sincerely,

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