

**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.

My name is Dr. Fatemeh Keshavarz. I am the Roshan Chair in Persian Studies at the University of Maryland, College Park. I live in North Bethesda, Maryland. I am working with my colleagues in United Academics of Maryland-University 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, I am one of only very few Maryland public employees without these rights.

While all faculty deserve collective bargaining rights, non-tenure-track faculty are among the most vulnerable. They are often paid far lower salaries than tenure-track professors like myself. Their contracts are always uncertain from semester to semester and year to year.

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.

I urge the committee to issue a favorable report on this bill.

Sincerely,

Fatemeh Keshavarz  
Persian, School of Languages, Literatures, & Cultures  
University of Maryland  
fkk@umd.edu

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