

**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 Ariana Nadia Nash and I am a full-time non-tenure-track lecturer in the English department at the University of Maryland College Park, where I have worked for three years. I am working with my colleagues in United Academics of Maryland (UAM), affiliated with AFT and AAUP to undo the injustice of Maryland faculty being deprived of the right to collectively organize. We faculty are one of only very few Maryland public employees without these rights. Given that the state has already acknowledged the rights of other state employees, including faculty at community colleges and the non-academic workforce on our campuses, it is clear that the state should no longer delay extending this right to all higher education workers in Maryland.

Most semesters I teach around ninety students in four classes. I give each of these students personal attention, in class, in my office hours, in my written feedback on anywhere from eight to thirteen written assignments each semester. It is a grueling amount of work--which I happen to love--but I am underpaid for it, so much so that my husband and my shared salaries do not give us and our two children what MIT calculates to be a living wage for Washington DC. The degree to which my salary is low is highlighted by the comparison to tenure-track faculty, who make two and three times what I do for teaching far fewer classes, often with the support of teaching assistants, professional development grants, and other forms of institutional aid. We should have the right collectively as faculty to sit down with our employers and come up with tenable ways to close this gap and compensate me and my non-tenure-track colleagues fairly.

While faculty like myself have some representation in institutions of shared governance, it is more minimal than tenured faculty and also more difficult to engage given that participation in such processes is not compensated and lies outside of the terms of my job. Tenured faculty, on the other hand, are given low course loads in part because this kind of service is expected of them and factored into their workload. However, for all faculty, non-tenure-track and tenure-track alike, this shared governance is minimal, and does not cover those topics traditionally addressed by collective bargaining, like wages, benefits, and promotion. Particularly in this political moment, the legislative barrier to a collective voice among faculty has prevented faculty from responding to a crisis in higher education that university administration's have been slow, or even recalcitrant, in addressing.

The right to organize gives faculty the opportunity to address these issues with employers, and to do so collectively, among ourselves and in negotiation with university administrators. I have been a part of two different previous organizations of higher education workers, both of which led to greater job stability and satisfaction among those workers. It reduced turnover, increased parity and inclusiveness, and improved education. Not only faculty but also students suffer when faculty are overworked and underpaid.

In these troubling times, every legislature should be promoting democratic structures, particularly in public institutions. That the state of Maryland does not allow any of its public employees the right to negotiate with management deprives workers of their rights and sends a message that individual rights can be denied for no legitimate reason. I therefore

call on the Maryland legislature to finally give faculty the right to collectively bargain and lend much-deserved support to our collective voice.

Sincerely,

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