

**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 Mauro Resmini. I am a tenured professor of Italian and Cinema and Media Studies at University of Maryland, College Park. I have been a faculty member in the School of Languages, Literatures, and Cultures in College of Arts and Humanities at UMD for 13 years. 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. 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. In the School of Languages, Literatures, and Cultures, non-tenure-track faculty shoulder the vast majority of teaching, while lacking equal access to shared governance at the departmental level. They also take care of academic advising for most undergraduate programs in the School. They serve hundreds of students per semester, but suffer from a situation of overwork and undercompensation, especially considering that we live in one of the most expensive areas in the United States. Evaluation procedures are often unclear, and term contracts make them extremely vulnerable and often reluctant to speak up. There are cases of adjunct faculty teaching no less than 20 courses per year (not a typo) at several different institutions, including UMD, scattered across multiple states. For many of them it is simply an unsustainable situation. The university has been relying increasingly on this cheap, superexploited labor in recent decades for its basic functioning. Without the PTK and adjunct faculty incredible dedication to the profession in the face of extremely adverse labor conditions, the university would simply not be able to exist in its present form.

When I started at UMD, I was an adjunct faculty, so I am very familiar with the challenges of the job. While full-time PTK faculty enjoy a minimal share of governance (inclusion in committees, etc.), adjuncts are often completely shut off from it. Even though this provides a measure of the situation of impotence and vulnerability that adjuncts and PTK find themselves in, it should be noted that shared governance is not a substitute for collective bargaining as it only covers certain issues and is advisory. While it is crucial that all faculty receive the right to collective bargain, it is absolutely imperative that PTK and adjunct faculty do so given their predicament, and I stand in support of them. As we all know, faculty--all faculty--working conditions are students' learning conditions, and it is about time we acted like we truly believe it. I see the right to collectively bargain as the first fundamental step in that direction. For it is through this right--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.

Sincerely,

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