

**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 Ziad Bentahar. I am a tenured Professor at Towson University and a Maryland resident. I write as a citizen to urge you to issue a favorable report on the bill granting collective bargaining rights to nontenure track faculty at Maryland's public universities.

Nearly all other state employees already have this right, including community college faculty and non-academic staff at four-year institutions. Excluding university faculty is inconsistent and unjust.

Collective bargaining strengthens collaboration between faculty and administration, improves working conditions, and allows faculty to focus on their core mission: educating Maryland's students. It also helps address declining faculty numbers, ensures the long-term health of our universities, and makes Maryland more competitive in attracting and retaining excellent educators.

This bill affirms a basic democratic labor right and will strengthen Maryland's public higher education system for the benefit of students, institutions, and the state as a whole.

Thank you for your consideration.

Sincerely,

Ziad Bentahar

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