

**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 Kathleen McPhaul. I am a full-time non-tenure-track professor of Public Health 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 and Associate Research Professor in the School of Public Health who has worked at UMD for almost five years, I am one of only very few Maryland public employees without these rights. I live in Maryland and believe that all public employees deserve the right to collective bargaining.

While all faculty deserve collective bargaining rights, non-tenure-track faculty are among the most vulnerable.

For example, even though teaching was not part of my employment contract, I teach public and occupational health because it is critical content for the preservation of working Marylanders. I teach mostly without compensation.

Some of my students have gone on to state jobs and jobs protecting the health and safety of workers. Those who have gone into clinical careers know the specifics of occupational health policy and can protect the healthcare workforce while working as clinicians. Same for those who enter scientific careers.

I collaborate with the Maryland Occupational Safety and Health (MOSH) agency, the Chesapeake Employers Association, and the Maryland Department of Health. Much of my teaching and service is unpaid.

Last year, one of my federal research grants was abruptly cancelled, and I lost 20% support. I worked at 80% salary until this year, when I found another research project that restored me to full-time employment.

Other colleagues have been terminated, losing health insurance, dignity, access to professional data, but ultimately, it is Maryland taxpayers who lose these technical experts.

I play an important role in creating visibility in the community, reaching out to the organizations that support working Marylanders, and providing direct consultation to Maryland agencies.

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 for your attention.

Sincerely,

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