

**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 Siv B. Lie and I am a tenured Associate Professor of Music at the University of Maryland, College Park, where I have worked since 2017. 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. My primary appointment is in the Division of Musicology and Ethnomusicology in the School of Music, and I have affiliate appointments in the Department of Anthropology; the Center for Global Migration Studies; the School of Theater, Dance, and Performance Studies; and the Consortium on Race, Gender, and Ethnicity. I am also a resident of Maryland.

I call on this committee to issue a favorable report to this bill. The state already grants collective bargaining rights to nearly every other state employee, as well as the faculty at our community colleges and the non-academic workforce at our 4-year institutions. It is clear that this right should be extended to the rest of higher education in Maryland.

Since I began working at UMD, I have taught two courses per semester, in addition to continuous advising of my division's graduate students. To date, I have instructed a total of about 1,150 undergraduate and graduate students. I also engage in a large number of service activities, such as serving on a variety of committees, to ensure that my division and unit can continue to function. A central feature of my job is research, which includes time spent conducting ethnographic fieldwork, publishing, giving conference papers and invited talks, developing public-facing media, and collaborating with community partners, among other activities. My research centers on issues of race and social justice, which my university explicitly prioritizes in its Strategic Plan.

I support this bill because I know I am not alone as an overworked faculty member with little meaningful say in how my institution is governed -- and I have tenure. The situation is even more burdensome for my non-tenure-track colleagues. In the School of Music, a high proportion of workers are non-tenure-track teaching faculty who are either paid a very low amount per course with no benefits, or who receive a salary disproportionate to the work they do relative to their tenure-track peers. Our contingent faculty work extremely hard to deliver high quality education to our students, whether through teaching large general education courses, intensive research methods seminars, or individual and group lessons. We rely on their labor to keep our school running, our accreditation valid, and our community intact.

More broadly, non-tenure-track faculty are essential to the life and viability of the University as a whole. Through the collective bargaining that this bill would enable, non-tenure-track faculty would finally have the opportunity to remedy the considerable workload and pay imbalances they are facing. They deserve the right to negotiate for the stable, humane working conditions and livable wages they deserve.

I am hopeful that the passage of this bill will also pave a way for tenure-track faculty such as myself to gain collective bargaining rights. The level of service and advising I have to do is unusually high, but my division is understaffed in its tenure-track lines, so each of

us must shoulder much more than our job descriptions call for. Due to this heavy workload during the school year, I am only able to pursue the majority of the research that is required of this position during winter and summer breaks, even though I am on a 10-month contract.

I have served a full term on the University Senate and seen firsthand that this body is a completely inadequate model of "shared governance"; it offers virtually no opportunities for faculty to voice concerns about our own working conditions, let alone take any action to improve these conditions. This bill is a crucial step in bringing democracy and transparent negotiation to my workplace. Without the passage of this bill, faculty are extremely constrained in their avenues to advocate for fair working conditions.

Members of the committee, now is the time to join other states in guaranteeing the basic democratic right of collective bargaining to faculty in public higher education. Research has made clear that collective bargaining is an important tool in strengthening relationships between university administration, faculty, and students, and that it helps ensure equity of many types. If our university system is to live up to its claims to support social justice and remain one of the best public institutions for higher education in this country, it is imperative that its workers gain the right to collectively bargain. Therefore, I again call for a favorable report to this bill.

Sincerely,

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