

aaron.oldenburg.pdf

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Position: FAV

**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 Aaron Oldenburg. I am a tenured professor of Simulation and Game Design at The University of Baltimore. I am working with my colleagues and AFT Maryland to secure collective bargaining rights through. As faculty, I am one of only very few Maryland public employees without these rights.

While all faculty deserve collective bargaining rights, this bill will provide these rights to non-tenure track faculty. Non-tenure track faculty are my colleagues and they bring a wealth of industry, academic and personal experience to the University. However, despite the vital roles they play, they have little if any job security, lower pay, and larger teaching loads.

Part of my university's mission is to offer a "career-focused education for aspiring and current professionals." Non-tenure track faculty, given their diversity of their professional backgrounds, play a crucial role in this. However, how can they adequately prepare these students if their own employment is precarious? The way to improve this situation is through the right to collectively bargain, which most Maryland public employees and UMS peer institutions already have.

This bill will give instructors the right to gather and vote, the voice that they deserve. Having this voice serves our students and advances the mission of The University of Baltimore.

Sincerely,

Aaron Oldenburg
aaron.oldenburg@protonmail.com

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

akim.reinhardt.pdf

Uploaded by: Akim Reinhardt

Position: FAV

**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 Akim Reinhardt and I am a Professor of History at Towson University. This is my 25th year at Towson; I began as a tenure track assistant professor just before 9-11. While all faculty deserve bargaining rights, I am honored to present testimony to the Maryland Senate Finance Committee in support of this bill, which would allow full and part-time non-tenure track faculty to form a union.

I am very fortunate. I am among the dwindling percentage of college and university instructors who was allowed the opportunity to earn tenure. As a result, I have health insurance subsidized by my employer; I receive pension contributions and a fair salary; and if Towson University administrators decide not to renew my contract, they must show cause. In other words, I have the same level of job security as most Maryland state employees, and rightly so. I earned my job and I have performed well, with years of documentation to that effect. The university cannot fire me for no reason.

However, that is not the lived reality of most instructors at Towson University and at the other public two- and four-year campuses in Maryland, and across America. The great majority of instructors are contingent contract workers. They are underpaid; many of them are overworked relative to their wage; they can be fired without cause; and they are increasingly desperate. To provide just one small example of the exploitation that takes place at some Maryland campuses: imagine being paid about four thousand dollars to use your doctoral level expertise to teach Maryland college students and then being forced to pay nearly a hundred dollars just for the right to park at work. Or teach five courses per year in an effort to make a meager living and be forced to pay hundreds for parking. (Towson University Faculty and Staff Permit Types, Rates & Purchases: <https://www.towson.edu/parking/facultystaff/permits.html>.)

Despite the shockingly low wages of adjunct professors, and the fractional salary of non-tenure track faculty compared to tenured and tenure track professors, perhaps the most pressing issue for contingent faculty is their complete lack of job security. And that is the reason I must testify on their behalf; most are too scared to speak out on this bill for fear of being fired. Contingent faculty, whether part-timers or full-timers, are denied even a hint of job security; they can be fired without cause, no reason need be given. Indeed, it has reached the point where university administrators will not even acknowledge the truth of the situation, refusing to admit they fire the employees they fire. Instead, administrators insist that a contingent faculty member's contract has simply not been renewed. As if ending someone's career were the same as opting out of a monthly streaming service. Full-time lecturers and part-time adjuncts are forever asking themselves: Will I have a job next year or even next semester? Their employment, their very livelihood, exists at the mercy and vagaries of administrative decisions that they cannot appeal.

The ranks of contingent faculty have been growing for decades. They teach most of the classes at most colleges and universities. And they deserve and need the right to bargain collectively.

I have spoken to many Maryland citizens over the past year, and almost all of them have the

same reaction. They are shocked to learn that in Maryland, one of the bluest states in this country, where most politicians routinely talk the talk about supporting hard working Marylanders, certain state employees are not allowed to unionize or bargain collectively. How could this be, they often ask me? I wish I could give them an answer that doesn't leave them bewildered and even angry.

What's more, I have spoken with many, many contingent faculty, both adjuncts and lecturers (the latter are now being called Teaching Professors at USM schools, which fools students and parents into thinking schools have more "real" professors and fewer exploited and vulnerable contingent faculty than they actually do). Nearly every single one I've spoken to has numerous complaints about working conditions. And nearly all of them are afraid to voice those concerns for fear of being fired.

And so I present this testimony to you because I can no longer stand by silently as some Maryland politicians publicly claim to champion workers but allow this exploitation to continue. I even heard the staffer of one prominent Maryland Senator, who is publicly very supportive of organized labor, say that what we're talking about regarding contingent faculty is really just an HR issue.

Enough is enough. Faculty at Maryland state universities are some of the only public sector employees in the state who do not have the right to unionize. The people of Maryland need to know what goes on at the colleges and universities they fund with their taxes, tuition, and fees. I feel compelled to engage the democratic process directly, in the name of what is right and on behalf of those who feel they cannot publicly speak for themselves.

Thank you very much for your time and consideration.

Sincerely,

Akim Reinhardt
yankeeslim@gmail.com

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

alex.leitch.pdf

Uploaded by: Alex Leitch

Position: FAV

**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's Alex Leitch, and I am a full-time non-tenure-track professor of interaction design 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 Lecturer in the College of Information for the past six years and a recent permanent resident of Maryland, I am one of a limited number of Maryland public employees lacking these rights.

While all faculty and all state employees deserve collective bargaining rights, non-tenure-track faculty are among the most vulnerable. While I have skills that are valuable to industry, my main role is teaching students the everyday job of getting interfaces into screens. This involves both programming and graphic design at a high level, with elements of cognitive science. The field moves quickly and changes very rapidly, necessitating a lot of engagement with industry on my part. UI/UX is a detailed and hands-on job, but every year, the number of students I am responsible for educating increases. Class sizes sneak up on you. In my first semester in 2019, a section of students was fifty people. If you agreed to take on an overload class, an additional fifty people might be added, but consistent compensation was available for the extra load. A section is now anywhere from 35 to 150 students, with no consistency expected in instructional support or classroom facilities. This means that I am even now teaching four sections of students - they even appear in the system as four sections - for three sections' pay. The decisions around scheduling these classes and this work are entirely opaque, and are inconsistent year to year. This has resulted in my preparing a wild variety of course structures, as a lack of consistency in expected student population and delivery format has changed what exercises can be effectively delivered to students. While I have received good evaluations, they have been delivered inconsistently, and I often have no idea what a success might look like at the college or university level. I often receive good reviews only to find myself outside of decisions about my courses that directly impact me.

There have been administrative knock-on effects as well. While I am technically part of the shared governance of the university in that I have been part of hiring conversations, these are not actually binding; high-level administrators make all the final calls. This means that most administration of my work appears disconnected from the work itself. I am not able to influence choices like how many students might be accepted to the college, or where our budget for supplies or materials might go. I am often unable to get a clear answer as to whether we can even sustain guest lecturers, or who is allowed to invite speakers, which again impacts the student experience.

Non-tenure track faculty at UMD represent a significant population of faculty. We are responsible for a shocking number of administrative, research, and teaching roles, but are often treated as an afterthought to the talent. This is despite the fact that our pay is locked to a lower level than tenure-track faculty right from the get go, and that thanks to our contract structure, we are on the chopping block the moment a budget downturns. Everyone is on a contract, and those contracts are not renewed through negotiation; they are all very take-it-or-leave-it, a one-sided system that does not allow for real flexibility on either

side. As a consequence, non-tenure track faculty have very little job security and a great deal of responsibility for what happens at the university. We are nonetheless dedicated to our work, delivering classes, administration, and world-class research across the campus day-in-day-out.

Maryland benefits hugely from the College Park project, winning in many areas despite our dismal football record. We deliver educational outcomes, with students going on to benefit the state from all of our departments, from information through to agriculture. We are the core of the College Park community and the engine that drives the Discovery District. Wherever I go in the world, I meet Terrapins who are proud of our state and our university, and often, their favourite professors are non-tenure-track on a three-year contract with no guarantee they'll be teaching the same class or same class size in any two semesters lined up together. We believe in our students and want to provide them with a quality education that will lead to a life of excellence and a great future. We're excited to see Maryland - "best state in the union!" - glow on a national and international stage.

The right to collectively bargain is already retained by basically all other Maryland public employees and USM institutions. It is through this right that non-tenure track faculty, and hopefully soon all faculty, will have the voice they deserve in our state.

Sincerely,

Alex Leitch
College of Information
alex.leitch@gmail.com

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

alexi.sanchez.de.boado.pdf

Uploaded by: Alexi Sanchez de Boado

Position: FAV

**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.

Listen, we all know that well-paid and protected faculties are essential for our local economies and our democracy. I support this effort as a resident who lives next to the UMD College Park campus and benefits from the energy it brings to our neighborhood.

Sincerely,

Alexi Sanchez de Boado
apboado@yahoo.com

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

amanda.dotson.pdf

Uploaded by: Amanda Dotson

Position: FAV

**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 Dr. Amanda Dotson. I have been a yearly contractual lecturer at Morgan State University in the Department of Physics and Engineering Physics since 2017. I am working with my colleagues and AFT Maryland to secure collective bargaining rights. This bill provides non-tenure track faculty the right to engage in collective bargaining, a right that Maryland university faculty currently do not have, yet many federal employees, Maryland state employees such as community college faculty, members of the non-academic workforce at Maryland four-year institutions do, as well as university faculty members in 25 states and Washington DC. I call on this committee to issue a favorable report to this Bill.

I am proud to work at Morgan State University and feel like I am a vital part of the campus community through my teaching and work with students outside the classroom as a mentor, informal advisor, and club advisor. My contract is for 12 credits per semester, which typically works out to four courses. For the past four years I have also voluntarily taken on an extra three or four credit "overload" course to help support the department, bringing my course load to 5 courses. During the current semester I am responsible for teaching 17 credits. I teach many core courses in my department: stellar astronomy (which fulfills a physical science credit for non-science majors), Algebra-based physics 1 and 2 (required for biology majors), calculus-based physics 1 and 2 (required for physics, math, engineering, and chemistry majors), and astrophysics (an upper-level elective for physics majors). I hold regular office hours for all classes, where students can come for homework help, clarification on class topics, or just a place to grab a snack (which I pay for out of my own pocket) and focus on any work they need to do. My students are the focus of my job and the driving force behind doing what I do.

In addition to my teaching duties, I am the faculty advisor for two on campus clubs (Astronomy Association and the Crochet Club), and head the department curriculum committee. I also support my department in liaising with adjunct faculty, helping them with getting course materials, set up their Canvas online learning platforms, and being a point of contact who can be easily reached to answer any questions they may have about their courses, responsibilities, or department procedures. I mentor students in their search for summer internships, course selection, and future career planning, and have brought students to networking events. I write between 3 and 5 letters of recommendation for students every semester to help them secure scholarships, research opportunities, and internships. I am a co-writer and investigator on grants being used to improve our academic infrastructure for current students increase recruitment of Baltimore City Students into the field of physics. I am one of two leads of our Physics Tutorial Center, where I supervise student peer tutors and offer tutoring to any physics student who needs help. I also serve as academic advisor for 25 students

I have no job security. My contract is a 9.5 month contract that is renewed yearly. There is no guarantee my position will be renewed, despite my very active 9 years spent teaching at Morgan State University. My current 9.5-month salary is approximately \$51,000. If I were single and did not have a partner who was comfortable with the income inequality between us, I would not be able to afford rent or a mortgage and would struggle to live on my own. I did

not enter this profession with the intention of becoming wealthy, however I believe I deserve to be able to support myself.

I am one of the few lecturers who have access to subsidized health benefits. A large percentage of these instructors and lecturers (many who have been at Morgan State for a number of years) do not have this benefit nor others such as retirement. The ability to bargain as a collective will provide us with a way to work with administration as a collective to address these issues. Lecturers have no opportunity for career advancement or promotion and no way to collectively request that a process be established. There is no defined process for promotion of instructors, leaving us with no career ladder at an institution we have made our careers. Although this issue has been brought up, the shared governance of the university has not addressed these problems, and we only receive lip service from the administration saying that they will "look into these issues."

I am fortunate in that my current department chair understands the critical role I play in the department and feel confident that I will receive a new contract each year. This, however, is not the same as job security nor is it able to help the other faculty members who may not have the same relationship with their department heads. Many faculty members in similar positions as myself are afraid to speak up to administration about issues of job security, a lack of a career ladder, and lack of adequate benefits and pay. The right to collective bargaining will not immediately cause all universities to unionize; this will be voted on by the faculty of each campus and even on unionized campuses, faculty can decline to join a union. Collective bargaining will not guarantee an exorbitant base salary or benefits; it will provide a way to address administration as a unified collective. Having the right to collective bargaining will give us equal footing with administration and allow us to speak with a unified voice about our needs as lecturers and faculty members, something that is not currently done under shared governance. Students deserve to have instructors that are not overloaded with courses, that feel they have job security, have a reasonable salary and health benefits. When we, the faculty, are supported in this way, we can do a better job of teaching, mentoring, and leading our students. When the faculty are empowered, students will also benefit.

Morgan State fills a vital role within Baltimore City giving students from all walks of life access to a college education. The faculty at Morgan State strive to support the students and aid in graduating future generations of social workers, journalists, teachers, engineers, and scientists. Giving university faculty the right to decide if they want to engage in collective bargaining, a right afforded to almost all other Maryland Public Employees, will give us access to a voice that we currently are exempted from. I support this bill wholeheartedly to support not only the advancement of my own career, in support of being more available to the students and the overall advancement of Morgan State University. Again, I call on this committee to issue a favorable report to this Bill.

Sincerely,

Amanda Dotson
adotson52@gmail.com

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

facultytestimony_dotson_2026.pdf

Uploaded by: Amanda Dotson

Position: FAV

Written Testimony Submitted for the Record to the Maryland Senate
Senate Finance Committee (SB 6)
Non-Tenure Track Faculty Collective Bargaining Bill
February 5, 2026

Dear Chair Biedel, Vice Chair Hayes, and members of the Senate Finance Committee,

My name is Dr. Amanda Dotson. I have been a yearly contractual lecturer at Morgan State University in the Department of Physics and Engineering Physics since 2017. I am working with my colleagues and AFT Maryland to secure collective bargaining rights through HB0661. HB0661 provides non-tenure track faculty the right to engage in collective bargaining, a right that Maryland university faculty currently do not have, yet many federal employees, Maryland state employees such as community college faculty, members of the non-academic workforce at Maryland four-year institutions do, as well as university faculty members in 25 states and Washington DC. I call on this committee to issue a favorable report to this Bill.

I am proud to work at Morgan State University and feel like I am a vital part of the campus community through my teaching and work with students outside the classroom as a mentor, informal advisor, and club advisor. My contract is for 12 credits per semester, which typically works out to four courses. For the past four years I have also voluntarily taken on an extra three or four credit "overload" course to help support the department, bringing my course load to 5 courses. I teach many core courses in my department: stellar astronomy (which fulfills a physical science credit for non-science majors), Algebra-based physics 1 and 2 (required for biology majors), calculus-based physics 1 and 2 (required for physics, math, engineering, and chemistry majors), and astrophysics (an upper-level elective for physics majors). I hold regular office hours for all classes, where students can come for homework help, clarification on class topics, or just a place to grab a snack (which I pay for out of my own pocket) and focus on any work they need to do. My students are the focus of my job and the driving force behind doing what I do.

Teaching duties are a large part of my job, however I fulfill many other roles and duties on campus. I am the academic advisor for 20-25 physics majors, am the faculty advisor for two on campus clubs (Astronomy Association and the Crochet Club), head the department curriculum committee, and am one of two leads of our Physics Tutorial Center, where I supervise student peer tutors and offer tutoring to any physics student who needs help. I also support my department in liaising with adjunct faculty, helping them with getting course materials, setting up their Canvas online learning platforms, and being a point of contact who can be easily reached to answer any questions they may have about their courses, responsibilities, or department procedures. I mentor students in their search for summer internships, course selection, and future career planning, and have brought students to networking events. I write between 3 and 5 letters of recommendation for students every semester to help them secure scholarships, research opportunities, and internships. I am a co-writer and investigator on grants being used to improve our academic infrastructure for current students and increase recruitment of Baltimore City Students into the field of physics.

I have no job security. My contract is a 9.5 month contract that is renewed yearly. There is no guarantee my position will be renewed, despite my very active 9 years spent teaching at Morgan State University. My current 9.5-month salary is approximately \$51,000. If I were single and did not have a partner who was comfortable with the income inequality between us, I would not be able to afford rent or a mortgage and would struggle to live on my own. I did not enter this profession with the intention of becoming wealthy, however I believe I deserve to be able to support myself.

I am one of the few lecturers who have access to subsidized health benefits. A large percentage of these instructors and lecturers (many who have been at Morgan State for a number of years) do not have this benefit nor others such as retirement. The ability to bargain as a collective will provide us with a way to work with administration as a collective to address these issues. Lecturers have no opportunity for career advancement or promotion and no way to collectively request that a process be established. There is no defined process for promotion of instructors, leaving us with no career ladder at an institution we have made our careers. Although this issue has been brought up, the shared governance of the university has not addressed these problems, and we only receive lip service from the administration saying that they will "look into these issues."

I am fortunate in that my current department chair understands the critical role I play in the department and feel confident that I will receive a new contract each year. This, however, is not the same as job security

nor is it able to help the other faculty members who may not have the same relationship with their department heads. Many faculty members in similar positions as myself are afraid to speak up to administration about issues of job security, a lack of a career ladder, and lack of adequate benefits and pay. The right to collective bargaining will not immediately cause all universities to unionize; this will be voted on by the faculty of each campus and even on unionized campuses, faculty can decline to join a union. Collective bargaining will not guarantee an exorbitant base salary or benefits; it will provide a way to address administration as a unified collective. Having the right to collective bargaining will give us equal footing with administration and allow us to speak with a unified voice about our needs as lecturers and faculty members, something that is not currently done under shared governance. Students deserve to have instructors that are not overloaded with courses, that feel they have job security, have a reasonable salary and health benefits. When we, the faculty, are supported in this way, we can do a better job of teaching, mentoring, and leading our students. When the faculty are empowered, students will also benefit.

Morgan State fills a vital role within Baltimore City giving students from all walks of life access to a college education. The faculty at Morgan State strive to support the students and aid in graduating future generations of social workers, journalists, teachers, engineers, and scientists. Giving university faculty the right to decide if they want to engage in collective bargaining, a right afforded to almost all other Maryland Public Employees, will give us access to a voice that we currently are exempted from. I support this bill wholeheartedly to support not only the advancement of my own career, in support of being more available to the students and the overall advancement of Morgan State University. Again, I call on this committee to issue a favorable report to this Bill.

Thank you,
Dr. Amanda Dotson
adotson52@gmail.com

amy.wickner.pdf

Uploaded by: Amy Wickner

Position: FAV

**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 Amy Wickner. I'm an archivist and faculty librarian with permanent status at the University of Maryland, College Park, where I've worked for 12 years. Specifically, my job is to preserve digital records. Like all of my librarian colleagues, I'm also a researcher. My area of expertise is climate advocacy in the archives field. Librarians are classified as non-tenure-track faculty.

I share four major concerns with my coworkers: safe and sufficient staffing; maintenance of work environments; working conditions of adjuncts; and protection for DEIA activities under attack. I'll explain how collective bargaining would make a difference in each of these areas.

A collectively bargained faculty contract could stipulate staffing minimums for academic programs and functions. For example: manageable course loads for faculty who teach, well-staffed research administration in the colleges, and enough archivists to keep the reading room open longer and retrieve boxes on call. With guaranteed staffing levels, we'd be able to do our jobs without ruining our health. We wouldn't tolerate workplace harassment out of fear that a salary line would be lost.

A collectively bargained faculty contract would establish clear and fair terms of employment for my adjunct and contract colleagues, ending the exploitative precarity that's typical of such jobs.

Through collective bargaining, we could achieve safe, sustainably retrofitted, and well-maintained working environments. We could bargain safety measures to protect workers from sick or dangerous buildings, and from hazards related to climate change such as extreme weather. I want a contract that prohibits my employer from dangerously neglecting its physical plant.

A collectively bargained contract could enshrine material commitments to diversity, equity, inclusion, and accessibility. Amid right-wing attacks on higher and public education through universities, K-12 schools, libraries, and the very infrastructure of federal government, public higher ed workers are uniting for mutual aid and defense. Collective bargaining rights solidify our power to protect one another in this necessary work.

Members of the Committee, I urge you to issue a favorable report for this bill that extends the right to collectively bargain to non-tenure-track faculty in Maryland. We know how to build democratic workplaces and public institutions, and we demand the tools to do so.

Sincerely,

Amy Wickner

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

andrew.fellows.pdf

Uploaded by: Andrew Fellows

Position: FAV

**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 Andrew Fellows. I am a full-time non-tenure-track senior faculty specialist at the University of Maryland in College Park. I'm also a former Mayor of College Park (2009-2015) 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. I'm a Maryland resident who has worked at the University since 2025, and I am one of only very few Maryland public employees without these rights.

I direct a program called Data Justice, and work with first and second year students to teach them to use their information and computer science skills to promote the common good. I also teach a capstone course in the College of Information, where are students do projects with clients that are typically (in my section) local community entities. It is fitting that I seek fairness, justice and a voice for all workers.

Shared governance, while helpful, is no substitute for the right to collective bargaining.

Non-tenure-track faculty bring commitment, hard work and educational expertise to the University. My role, as with most if not all non-tenure faculty, is important to the University the State of Maryland and the local communities. My expectation that the State of Maryland embrace collective bargaining is an expression of support for my students, the advancement of higher education in Maryland, and thus the State of Maryland.

Sincerely,

Andrew Fellows
College of Information
College of Informations
afellows@umd.edu

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

andrew.goffin.pdf

Uploaded by: Andrew Goffin

Position: FAV

**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.

I am a former postdoctoral researcher and graduate student in physics and electrical engineering at the University of Maryland, College Park, and I write in full support of the right of faculty at the university to form a union. As a post-doc, I worked long hours in (and out) of the lab to help support highly successful research that brought in lots of funding. I also felt that I was decently compensated; however, this was only because I was able to come to a reasonable agreement with the head of the lab. If my boss was less reasonable, as many other bosses are, I could have been paid less than \$50k for work as someone who received a Ph.D. This is unconscionable. It is unethical to leave the well-being of post-docs and other PTK workers to the whims of their individual PIs. What is ethical, instead, is to allow these workers to collectively bargain for fair wages and working conditions for all.

Sincerely,

Andrew Goffin
atgoffin95@gmail.com

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

angelique.cookhayes.pdf

Uploaded by: Angelique Cook-Hayes

Position: FAV

**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 Angelique Cook-Hayes. I am an Associate Professor of English at Baltimore City Community College. I have been employed as a full-time, tenured faculty member for thirteen years at BCCC. I am working with my colleagues and AFT Maryland to secure collective bargaining rights for all full time and part time non-tenure track faculty. I call on this committee to issue a favorable report for this bill.

When community college faculty secure the legislative right to collective bargaining, I supported the union and became involved in the union because I wanted to secure better working conditions, fairer terms for compensation, and due process and grievance procedures that truly protect faculty. Specifically, the current Administration at BCCC came in and changed the terms and procedures for overload pay and they deemed the grievance and due process procedures as outlined in the Faculty Handbook invalid. The Administration's radical changes were alarming, and made me realize that as faculty, we needed legally binding protection as workers.

Having the union certified at BCCC has renewed the confidence of faculty members to speak up for themselves. Faculty no longer feel that they must consent or adhere to situations created and promoted by the Administration which are not fair or equitable. For example, when we are asked for our expertise in developing new programs and courses, faculty now feel more confident in requiring the proper compensation and working conditions.

Non-tenure track faculty lack job stability, are most often unfairly compensated, with fewer supports from administration. They need and deserve bargaining rights.

Moreover, my understanding is that the inclusion of non-tenure track faculty in shared governance varies by institution. Even where they do participate to some extent, it must be noted that the shared governance model does not produce the legally enforceable decisions that collective bargaining does. For example, our Administration at BCCC acknowledges the policies and procedures in our Faculty Handbook but has chosen on more than one occasion not to honor the shared governance tenets of it in terms of promotion, compensation, and grievance procedures. Some faculty members have faced contract non-renewal, and the Faculty Senate refused to intervene or advocate for the faculty members due to fear of retribution from the Administration. Moreover, shared governance does not deal with many issues that would be addressed with collective bargaining.

Now that we have a union at BCCC, faculty feel more confident that any and all issues should be discussed and addressed in accordance with our best interests. Therefore, shared governance and Faculty Handbook policies and procedures do not replace collective bargaining. Our current administration has demonstrated that they do not have to honor it. All faculty deserve the right for collective bargaining, and this bill marks an important step towards addressing some urgent issues in Maryland public higher education.

Collective bargaining has certainly improved morale and our working relationship with the administration at BCCC. The communication and willingness to address the concerns of faculty

has moved in a more positive direction. Again, I call on this committee for a favorable report on this bill. Thank you.

Sincerely,

Angelique Cook-Hayes
acookhayes@live.com

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

Written Testimony SB06.pdf

Uploaded by: Angelique Cook-Hayes

Position: FAV

Written Testimony in support of

SB06

My name is Angelique Cook-Hayes. I am an Associate Professor of English at Baltimore City Community College. I have been employed as a full-time, tenured faculty member for thirteen years at BCCC. I am working with my colleagues and AFT Maryland to secure collective bargaining rights for all full time and part time non-tenure track faculty. I call on this committee to issue a favorable report for SB06.

When community college faculty secured the legislative right to collective bargaining, I supported the union and became involved in the union because I wanted to secure better working conditions, fairer terms for compensation, and due process and grievance procedures that truly protect faculty. Specifically, the current Administration at BCCC came in and changed the terms and procedures for overload pay and they deemed the grievance and due process procedures as outlined in the Faculty Handbook, invalid. The Administration's radical changes were alarming, and made me realize that as faculty, we needed legally binding protection as workers.

Having the union certified at BCCC has renewed the confidence of faculty members to speak up for themselves. Faculty no longer feel that they must consent

or adhere to situations created and promoted by the Administration which are not fair or equitable. For example, when we are asked for our expertise in developing new programs and courses, faculty now feel more confident in requiring the proper compensation and working conditions.

Non-tenure track faculty lack job stability, are most often unfairly compensated, and have fewer supports from administration. They need and deserve bargaining rights.

Moreover, my understanding is that the inclusion of non-tenure track faculty in shared governance varies by institution. Even where they do participate to some extent, it must be noted that the shared governance model does not produce the legally enforceable decisions that collective bargaining does. For example, our Administration at BCCC acknowledges the policies and procedures in our Faculty Handbook but has chosen on more than one occasion not to honor the shared governance tenets of it in terms of promotion, compensation, and grievance procedures. Some faculty members have faced contract non-renewal, and the Faculty Senate refused to intervene or advocate for the faculty members due to fear of retribution from the Administration. Moreover, shared governance does not deal with many issues that would be addressed with collective bargaining.

Now that we have a union at BCCC, faculty feel more confident that any and all issues should be discussed and addressed in accordance with our best interests.

Therefore, shared governance and Faculty Handbook policies and procedures do not replace collective bargaining. Our current administration has demonstrated that they do not have to honor it. All faculty deserve the right for collective bargaining, and this bill marks an important step towards addressing some urgent issues in Maryland public higher education.

Collective bargaining has certainly improved morale and our working relationship with the administration at BCCC. The communication and willingness to address the concerns of faculty has moved in a more positive direction. Again, I call on this committee for a favorable report for SB06. Thank you.

anny.gaul.pdf

Uploaded by: Anny Gaul

Position: FAV

**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 Anny Gaul. I am a tenure-track professor of Arabic Studies at University of Maryland, College Park. 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. As a faculty member who has worked at the university since 2020, I am one of the very few Maryland public employees without these rights.

In my capacity as the head of an undergraduate program I work closely with our non-tenure-track faculty who are the best in their field -- experts with years of experience teaching language and culture to undergraduates who have gone on to all kinds of successful careers. Their workloads are high and their employment is often precarious; they are, in my view, inadequately compensated for all they do for the university and for our students; and yet they show up to do excellent work day in and day out. They often do not know whether their contracts will be renewed till the last minute and they have little to no leeway in terms of shaping the terms of those contracts. Collective bargaining will offer a voice and security to our colleagues whose work makes the university run.

As a tenure-track faculty member I balance research, teaching, and administrative work. I regularly publish new research in scholarly journals and with academic presses, and engage in a wide range of public outreach activities, including sharing my research with local business leaders, UNESCO, and networks of K-12 educators, among other groups. I also devote hours each week to administrative labor to make our academic program run. It has been clear to me that the shared governance mechanisms at our university are insufficient to grant us -- the faculty responsible for the day-to-day running of the university -- the decision-making power we need to advance the university and provide the very best experience for our students. We have increasingly heavy administrative burdens and responsibilities and shrinking power. Collective bargaining will fix that.

Universities where faculty have collective bargaining rights, including many of the country's prestigious public research universities, are places where professors are empowered to bargain a contract that reflects the issues that matter most to them--which should be a given at a public institution in a democratic society. Please support our right to have the voice we deserve.

Sincerely,

Anny Gaul
College of Arts & Humanities
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This testimony has been submitted on behalf of this individual by the United Academics of Maryland (UAM).

ariana.nash.pdf

Uploaded by: Ariana Nash

Position: FAV

**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,

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

asim.ali.pdf

Uploaded by: Asim Ali

Position: FAV

**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 Asim Ali, and I am a Senior Lecturer at the University of Maryland. I am a full-time, non-tenure track professor, and have held this position for eight years. I call on this committee to issue a favorable report on this Bill. The state already grants the right of collective bargaining to nearly every other state employee, including faculty at our community colleges and non-academic employees at our four-year institutions. It is clear that this right should be extended to all higher education workers in Maryland.

Most of the faculty--over two-thirds--at the University of Maryland are not tenure-track faculty. Many of these faculty are effectively pieceworkers: some are paid to teach one class at a time, some are on short-term contracts, and some do not have health benefits or even make a living wage. I consider myself one of the lucky few of these non-tenure track employees, since I do have full-time employment with benefits and an income slightly higher than the PG County median. Nonetheless, the fact that the large majority of our faculty do not have tenure protections--and many do not even have job stability from one semester to the next--has resulted in a precarious situation for all faculty. The majority of faculty do not have institutional knowledge, and the university has no commitment to them. This means that the minority of full-time faculty (including faculty like me who lack tenure protection) must do all of the work that was once spread out among all of the faculty--virtually all of whom were, some decades ago, tenure-track. Hence, the work of advising students, serving on committees, writing letters of recommendation, working with students on their research projects, and completing ever-increasing administrative tasks must be completed by an ever-shrinking pool of permanent faculty, many of whom are not even eligible for tenure.

In other words, our university administration has cut labor costs by making most faculty non-tenure track, and in the process increased the faculty workload for a minority of faculty, increased the job insecurity of a majority of faculty, and decreased the ability of the faculty to engage in sustained research and instruction. The university is, frankly, collapsing under the weight of its own administrative bloat. The mission of the university--research and instruction for the benefit of everyone--has become untenable due to a constantly shrinking ratio of full-time faculty to students. This is a bad situation not only for faculty but--because working conditions are learning conditions--for students as well.

For over a decade now, university administrators have outnumbered faculty on US campuses. The consequences of that should now be clear, as university administrations have shown they are not up to the task of defending independent evidence-based knowledge--the *raison d'etre* of research universities--from bad-faith political attacks. While university administrations have preemptively obeyed the Trump Administration's illegal demands--all the while policing and censoring students while spending untold millions on sports and useless "educational technology"--it has been faculty unions that have repeatedly stopped the attacks on education.

If we want to succeed in stopping those attacks on the University of Maryland, we must have collective bargaining rights.

Indeed, the American middle class exists because of public higher education, and public higher education requires faculty unions to protect it. Unions have proven time and again to be crucial bulwarks not just against bigotry and poverty, but against oligarchy and fascism. If we want education to reflect the knowledge of experts--the faculty--rather than the whim of authoritarians, then we must have collective bargaining rights.

This is not a problem that "shared governance" can fix, because shared governance represents a minority of faculty--largely excluding non-tenure track faculty--and results only in non-binding advice to a university president who is free to ignore it. What is needed to fix this is a collective faculty voice to improve faculty working conditions and hence improve the ability of faculty--who are, after all, the experts in such matters--to fulfill the mission of the university.

In closing, I would ask members of the assembly to consider that the right to collective bargaining has long been recognized as not only a fundamental human right, but also as the best method of ensuring that employee voices play a vital role in constructing conditions that govern our workplaces. It is a right granted to many other public higher education institutions in the nation--including all of those that the University of Maryland considers its "aspirational peers"--and indeed to many private, prestigious institutions in our own state. The reasons to exempt four-year public higher education institutions from collective bargaining are arbitrary and anti-intellectual. I therefore call for a favorable report to this Bill.

Sincerely,

Asim Ali
American Studies
Arts & Humanities
asim3323@me.com

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

benjamin.farcy.pdf

Uploaded by: Benjamin Farcy

Position: FAV

**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 Dr. Benjamin Farcy, I am a full time, non-tenured, professional track (PTK) faculty at the Department of Astronomy at the University of Maryland, College Park. I currently work as a cooperative agreement scientist at NASA Goddard Space Flight Center, through which I have been able to deliver novel technology for robotic exploration of the solar system and new scientific discoveries of the planets. While I am proud of my career and the work I've done, there are issues related to funding, job security, and university-level self governance that we, as UMD faculty, want the power to address ourselves. Through our local union, the United Academics of Maryland (UAM), and our national union, the American Association of University Professors (AAUP), we are working to secure collective bargaining rights for researchers and faculty at Maryland's flagship university. Despite the value that I and other non-tenure faculty bring to the university and the state, we are without our basic rights to collectively bargain and effectively advocate for ourselves.

PTK faculty at UMD are especially vulnerable in the current funding and political climate, as major changes that directly affect our lives and jobs seem to occur regularly. Being outside of regular faculty structure, I am currently working in a soft-money position, meaning my job and salary is dependent on outside grant funding. My ability to write grant proposals is what keeps me employed at UMD, not the science I do. Because of this, my job entails spending months of arduous, bureaucratic work to write funding proposals to government agencies, most of which are denied due to low available funding. Despite the fact that I am on track to deliver multiple spaceflight instruments for lunar and planetary exploration, my current grant expires in October of this year. If I cannot secure outside funding, I will lose my job. Further, the government has recently been cancelling federal grant funding arbitrarily, meaning that there is a chance that what money we have left may be clawed back without notice. And with more budget cuts to science on the horizon, non-tenured researchers will instead have to focus their time and energy to compete with each other for fewer and fewer resources.

I know that as a soft-money researcher without tenure, I have little recourse to fix this. While the ability to maintain basic job security is something we are all fighting for, I personally feel I have little voice in advocating for myself and other people in my position to the university. Specifically, PTK faculty are not under the umbrella of shared governance at the department or university level. The decisions passed by the university senate are non-binding, and are regularly overturned by the Board of Regents. While all we want to see is better job security for the work we do, individual PTK faculty cannot change the employment structure at the university level. That is why collective bargaining is the only true way to empower the faculty at the University of Maryland to advocate for themselves.

The faculty and researchers at the University of Maryland are world class talents. They bring innovations in science, technology, art, and the humanities, that makes the state of Maryland one of the most prosperous in the country. Personally, the work that I have led through UMD has enabled new technology for analytical chemistry, multiple scientific publications, and led to the establishment of small technology startups in the state of Maryland. Engineering contractors have trained and employed the next generation of talent through our UMD project.

The future of planetary exploration, the rovers, landers, and orbiters that will carry the United States through the space race of the 21st century, will run through the dedicated research workforce of the University of Maryland. However, to bring that future forward, this workforce will need our right to collectively bargain. Passing this right into law will ensure that this next generation of scientists, researchers, and technologists can do the best work they can, while giving us the life and career we've worked for.

It is through our right to collectively bargain - a right granted to nearly all Maryland Public Employees and USM peer institutions - that non tenure track faculty, researchers, and tenured faculty alike, can have the voice they deserve.

Sincerely,

Benjamin Farcy
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CMNS
farcyben@gmail.com

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

beth.guay.pdf

Uploaded by: Beth Guay

Position: FAV

**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 Beth Guay. I am a full-time non-tenure-track librarian at University of Maryland, College Park, where I have worked for 30 years. 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, I am one of only very few Maryland public employees without these rights.

At the University Libraries, I have witnessed a recurrent pattern in which high performing faculty members depart for higher paying positions that offer sensible workloads, requiring remaining faculty to cover, in addition to their own heavy workloads, those of their departing colleagues. One departing library faculty colleague told me, "I'm proud of the work I've done at UMD, but I'm very much looking forward to having a more narrowly scoped job and better work/life balance overall." There is no workload equity guarantee for library faculty. The University Libraries submitted its draft workload policy, as required by the campus Office of Faculty Affairs, prior to OFA's May 23, 2023 deadline, yet has heard nothing from OFA about its draft. Ultimately, the State of Maryland's investments in its library faculty reward institutions outside of the University and often, outside of the State.

A recent University of Maryland climate survey (not publicly available, conducted in spring 2024), the "Belongings & Community Survey," reported that only 40% of all faculty respondents agreed with the statement "UMD provides resources to help me manage my work-life balance." Thirty-nine percent agreed with the statement, "My workload has increased without additional compensation because of things outside my control (e.g., retirements, departures, department/unit expansion)." My experiences over 30 years of employment inform me that this survey's findings will amount to nothing without collective bargaining rights for higher education workers.

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.

Sincerely,

Beth Guay
Libraries
bguay@protonmail.com

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

bishop.marcus.johnson.pdf

Uploaded by: Bishop Marcus Johnson

Position: FAV

**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 Bishop Marcus Johnson. I am the Pastor of New Harvest Ministries, in southeast Baltimore, where I have been the pastor for 26 years. I am a proud graduate of Morgan State University and the University of Baltimore. I am a pastor to faculty, students and staff across USM institutions in Baltimore City. Public Universities in Baltimore, like Coppin State, Morgan State, and the University of Baltimore have done so much to improve the lives of everyday working class people. My congregation is a testimony to that. However, I believe these institutions can do more for the community by recognizing the fundamental rights of their faculty to collectively bargain for better wages and working conditions. I urge the committee to issue a favorable report for this bill.

I have built my ministry around the teachings of Jesus Christ. As I write this testimony in support of collective bargaining, I reflect on Jesus' teaching in the Gospel of Matthew, "For I was hungry and you gave me something to eat, I was thirsty and you gave me something to drink, I was a stranger and you invited me in. I needed clothes and you clothed me, I was sick and you looked after me, I was in prison and you came to visit me.' "Then the righteous will answer him, 'Lord, when did we see you hungry and feed you, or thirsty and give you something to drink? ... 'Truly I tell you, whatever you did for one of the least of these brothers and sisters of mine, you did for me.'" This principle, rooted in justice and humility, is a core rubric for how I live in service to Jesus, by attending first to the voices of the people that our society often ignores, often because of the economic and political power that they are denied in an unjust world.

Applying this principle to the University, I believe "the least of them" refers to the non-tenure track majority of faculty that provide critical labor and service to their students, institutions and communities, many of whom lack job security, liveable wages, and office space. "The least of them" refers to the thousands of faculty across the USM that provide the most essential labor of the university, but lack official recognition of their rights to have a say in their working conditions. They are not "the least" because they matter less to the critical mission of our universities, quite the contrary. They are not "the least" because they labor less. Our non-tenure track faculty often teach more and write more grants out of necessity. They are "the least", only in the sense of the precarious structure under which they labor, semester-after-semester. But, they are also the most of us in their numbers. They are the most of us in the number of students they teach, the number of papers they grade, the number of hours they commit to labs and research centers across the USM, the amount of service that they do to keep our universities functioning.

I believe that collective bargaining is a fundamental democratic right that all University faculty and staff should have. This bill makes a tremendous contribution to move us closer to that goal. By recognizing the right of non-tenure track faculty to decide for themselves whether and when to exercise their right to collective bargaining, our state senators and delegates will empower the most of us.

I urge our senators to support this bill and our delegates to support this bill, providing the rights of non-tenure track faculty across the USM to collectively bargain.

Sincerely,

Bishop Marcus Johnson
New Harvest Ministries
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This testimony has been submitted on behalf of this individual by the United Academics of Maryland (UAM).

blake.munshell.pdf

Uploaded by: Blake Munshell

Position: FAV

**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.

I believe that every worker has the right to collectively bargain, regardless of position, rank, or experience. Alongside 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), I hope we will soon see this right. I have been with the University of Maryland for nearly 10 years now, and I am one of very few Maryland public employees without this right.

Sincerely,

Blake Munshell
Geography
BSOS
blakemunshell@gmail.com

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

carole.mccan.pdf

Uploaded by: Carole McCan

Position: FAV

**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 Carole McCann. I am a tenured professor of Gender, Women's, and Sexuality Studies at UMBC. I am working with my colleagues and AFT Maryland to secure collective bargaining rights. As faculty, I am one of only very few Maryland public employees without these rights. That fact has had a detrimental impact on my career and that of my colleagues, especially those who hold non-tenure track appointments. I call on you to issue a favorable report on this bill.

While all faculty deserve collective bargaining rights, this bill will provide these rights to Non-Tenure Track faculty. With 38 years of experience in the USM System, more than 20 as a program director and department chair, I can speak to both the enormous value non-tenure track faculty provide to the university and most importantly to students. Non-tenure track faculty are some of the best classroom teachers that students encounter at the UMBC. With a limited array of PhD programs, UMBC depends on non-tenure track faculty to staff most of the introductory courses. Thus, they are often the first faculty students meet when they come to campus and these faculty take their responsibility to advise and support students very seriously. Even when students move on to upper-level courses, non-tenured teaching faculty remain vital advisors to students. This vital work is not counted within the USM BOR workload policies. Nor is the vital work of non-tenured faculty recognized in those policies. This has left them vulnerable to the whims of administrators who have made arbitrary changes to their departmental line allocations, part-time budgets, and nontenured faculty workload expectations as they manage tight budgets. This produces a situation in which non-tenured faculty experience a lack of job security, systematically lower pay, difficult workloads, and arbitrary changes in practice.

All faculty lack voice, be they tenured or not. Shared Governance is not a substitute for collective bargaining as it only covers certain issues and is advisory. Administrators make the final decisions and often exclude faculty from budgetary conversations that directly affect faculty working conditions. During the recent pandemic, while there were three or four faculty on the resource allocation committee, most of them were appointed by college Deans, not the faculty senate. As I recall, only the Faculty Senate President served on the committee. However, all decisions were made in advance and announced committee meetings. Thus, faculty concerns about the detrimental impact of cuts on research and teaching were ignored. Give specific examples like the Faculty Senate voted for X and the Administration overturned it. Moreover on my campus non-tenure track faculty can play a role with shared governance but are not eligible to serve in leadership positions.

As you undoubtedly are aware, UMBC is an outstanding institution with a strong record of success preparing students as professionals and engaged citizens. That record and continued

success depend on the tireless work of non-tenured faculty who are dedicated to providing students with the best education possible, despite difficult working conditions. Through the right to collectively bargain, a right afforded almost all other Maryland Public Employees and UMS peer institutions, NTT faculty and hopefully soon, all faculty, will have the voice you deserve.

I call on you to issue a favorable report on this bill.

Sincerely,

Carole McCan
caroleRmccann@gmail.com

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

carthy.boston.pdf

Uploaded by: Carthy Boston

Position: FAV

**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.

I fully support the professors and students to collectively bargain. I've had the opportunity to work as an instructor at another University on a term contract, faced layoffs in a system that was unfair and unequal--in a nutshell preferred employees were kept on the job rather than releasing employees based on seniority and/highly skilled qualifications. All MD University employees are deserving of a Union and the right to sit in on open negotiations. Unions built this country and it's only fitting that educators and students get a seat at the table.

Sincerely,

Carthy Boston
catzybb@gmail.com

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

cassandra.hradil.pdf

Uploaded by: Cassandra Hradil

Position: FAV

**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 Cassandra Hradil, and I am the assistant director for teaching and pedagogy at the African-American Digital + Experimental Humanities Lab and the Maryland Institute for Technology in the Humanities, both in the School of Arts and Humanities at UMD College Park. I am non-tenure track, and I began this job last fall. I call on this committee to issue a favorable report on this Bill. The state already grants the right of collective bargaining to nearly every other state employee, as well as community college faculty and the non-academic workforce at four year institutions. This right should be extended to all higher education workers in Maryland.

Even though I only began this job a few years ago, it has quickly become clear to me that our faculty body struggles with inequity with regards to workload, compensation, job security, and professional development. I have heard stories about faculty who are overworked to the point of burnout. Most of my colleagues here at UMD are non-tenure track, and must constantly be looking for permanent jobs elsewhere. My former workplace recently voted to unionize, and I have seen the ways that having a seat at the table empowered people to speak up about their working conditions. Colleagues began sharing workplace issues that had gone on for years, many of which they had tried to address earlier either by speaking with admin or through shared governance, without any success. Once our new union was certified, multiple colleagues were able to begin resolving these issues - which ranged from unfair work schedules to inadequate office space and more. My colleagues were able to bring their issues to leadership with the security of having a union steward or representative in the room to help support and represent them. My new colleagues here at the University of Maryland need and deserve that same security and representation.

I would like to reiterate that shared governance is inadequate to meet our needs as faculty here at UMD. The university senate has the ability to advise and make recommendations to the university president, but it has no teeth. Again, at my former institution, I saw shared governance fail to address chronic issues around workload, job security, and working conditions for years; once our union was certified, we finally had the systematic support needed for individual colleagues to see movement on these issues - and to fight for a contract that addresses them in the long term. This is true here at UMD, too. Only a strong collective bargaining agreement will give us the ability to enact lasting change to our working conditions - something that is binding on both faculty and university leadership.

Members of the committee, this state has for decades viewed collective bargaining between state employees and management as the best way to promote democracy in our workplaces and public institutions. Collective bargaining has long been recognized as not only a fundamental human right, but also as the best method of ensuring that employee voices play a role in constructing conditions that govern our workplaces. It is a right granted to many other public higher ed institutions in the nation, and indeed to many private, prestigious institutions in our own state. It makes no sense to exempt four year public higher ed institutions from this right. I again therefore call for a favorable report to this Bill. Thank you.

Sincerely,

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

ccile.accilien.pdf

Uploaded by: Cécile Accilien

Position: FAV

**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 Cécile Accilien. I am a tenured professor of French and Francophone Studies at University of Maryland, College Park. 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. As a resident of Maryland and a faculty member in French & Italian in the School of Languages, Literatures and Cultures who have been at the university for three years 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 my department non-tenured faculty are essential and necessary in order for us to do our job efficiently. My PTK colleagues with whom I work with very closely teach a load of 3-4 classes per semester in addition to other administrative duties such as advising. These colleagues do not have equal access to shared governance at the departmental, college or university level. Some colleagues lack clear expectations when it comes to evaluation procedures and do not have job security. In spite of these issues my colleagues continue to show up for students in so many ways. Without these colleagues our department will not exist.

In light of the current political and cultural climate in the country tenure track faculty are feeling vulnerable. Many of us worry that there will be a time when we may not be able to teach our classes and do our research because of the topic we are trained to teach and research. Shared governance is important but it is not enough.

All faculty (tenure track and non-tenure track) are valuable to the mission and vision of our university. One of my immediate colleagues advise undergraduate students for our majors and minors as well as study abroad. She is the one who interfaces with all our students and encourage them to major in French. Many of our students are double major. Without the passion and support from my colleague we would have less students.

The university stresses the importance of culture in our global world and our department plays a vital role in supporting that mission. The stronger we are the better we are able to support our students.

Sincerely,

Cécile Accilien
School of Languages, Literatures & Cultures
caccili73@yahoo.com

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

charles.g.baldwin.pdf

Uploaded by: Charles G. Baldwin

Position: FAV

**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 Charles G. Baldwin. I am a tenured Associate Professor at the University of Maryland Eastern Shore. I teach in the Education Department, and I study the impact of book genre on children's literacy development. Additionally, I am a Vice-chair at the State of Maryland Literacy Association, and past Chair of the Eastern Shore Literacy Association. I am in the middle of my 11th year at UMES.

All faculty deserve bargaining rights. This testimony is advocating for these rights be provided non-tenure track faculty.

I very much enjoy my job, but my voice, along with the voices of my teaching colleagues, is not heard by the administration, and I am tenured faculty. Non-tenure track faculty have little if any job stability and are usually unfairly compensated. Factors that further undercut voice.

We have a bureaucracy so ineffective that it has a name, the "Hawk Shuffle". At UMES process is king. It is more important to follow a deeply flawed process than it is to have results, get something done, and be effective. The Hawk Shuffle exists because the administration focuses on solving their problems, not the problems of those below them in the hierarchy. And because there is no bottom-up review at UMES, administrators are not incentivized to address the problems of those below them. The faculty do not have input on the effectiveness, or lack of effectiveness, of administrators.

Strengthening the voices of the instructional staff is crucial to making UMES, a university with an 11% four-year graduation rate in 2024, improve its effectiveness. Giving instructors a voice is critical to achieving the University's goal of a 50% six-year graduation rate. Improvement comes from listening to those on the front lines. Any claim that the University does this is lip-service, dismissing the critical needs of the University.

UMES is vital to life on the Eastern Shore of Maryland. In my department, we develop the shore's next generation of teachers; we make sure that our public schools are filled with qualified teachers. UMES is an engine of growth and education for the Eastern Shore and for Maryland. Yet, faculty do not have shared governance in anything but form, not reality, and our voice is not heard. We also lack the protection that having a union will confer, like better and fairer labor protections. Giving the instructors at UMES collective bargaining right will only make UMES stronger, better, and more able to serve its students and the community.

Sincerely,

Charles G. Baldwin
University of Maryland, Eastern Shore
grattanbaldwin@gmail.com

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

cheryl.brown.pdf

Uploaded by: Cheryl Brown

Position: FAV

**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.

I came to the Towson English Department as tenure-track faculty in the fall of 1999. I was hired to fill the newly created position of Coordinator of First Year English, a mandatory course for all in-coming First-Year students. In addition to teaching three courses per semester and doing mandatory advising, I was charged with supervising the 44 adjunct faculty who taught the first-year writing classes. At that time, adjuncts were being paid \$2500 per course and were not allowed to teach more than three courses per semester because additional courses would have required the university to offer them benefits. In order to make a living wage, many adjuncts taught additional courses at other universities in the area, sometimes teaching as many as seven to nine classes each semester.

Although the tenured faculty with whom I worked acknowledged that this group of teachers was being treated egregiously, they resisted creating permanent contingent faculty positions that would include benefits because they were afraid that those positions would replace tenure-line positions.

In addition to being poorly paid, adjunct faculty were often treated dismissively and even abusively by administrators despite the fact that adjuncts were often the faculty members who did a variety of service work for the department, for example, creating and distributing a departmental newsletter. I often observed that adjunct faculty were more likely to attend faculty development workshops than tenured faculty.

I served as the Coordinator of First Year Writing for twelve years under three different English Department Chairs, and during that time, adjuncts received raises and a few fulltime lecturer positions were created. However, even as those minor improvements were made the position of contingent faculty continued vulnerable to losing their positions based on the vagaries and personal predilections and prejudices of administrators.

For the reasons detailed above, I urge you to pass the Collective Bargaining Bill for contingent faculty. Their hard work, expertise and dedication to their students deserve to be protected and collective bargaining would provide a layer of protection from the vagaries of shifting academic administrations.

Sincerely,

Cheryl Brown
chebro2008@yahoo.com

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

chiara.graf.pdf

Uploaded by: Chiara Graf

Position: FAV

**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 Chiara Graf. I am a tenure-track professor of Classics at the University of Maryland, College Park. 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. As a an Assistant Professor in my fourth year at UMD, 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. My non-tenure-track colleagues work extremely hard, teaching up to four classes per semester to earn a wage that is barely livable in the DMV. Despite their substantial workload and insufficient compensation, these colleagues go above and beyond the requirement of their jobs, organizing conferences and events for students for the sake of our program. My department relies upon their labor. In particular, we literally could not offer the language courses we do without the hard work of our non-tenure-track colleagues. I am advocating for collective bargaining rights for non-tenure-track faculty, because I believe that these essential members of my community deserve to have a say in their working conditions.

I also believe that these same rights should be extended to tenured and tenure-track faculty such as myself. Whether tenured, tenure-track, or non-tenure-track, those of us who spend our every day teaching and supporting students are the best stewards of our university--and current so-called "shared governance" does not provide us with any power in determining how UMD's resources are allocated or decisions are made.

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.

Sincerely,

Chiara Graf
Classics
ARHU
chiara.f.graf@gmail.com

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

chris.kauffman.pdf

Uploaded by: Chris Kauffman

Position: FAV

**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 Chris Kauffman and I am a full-time professional track faculty at 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.

I am a Senior Lecturer in Computer Science with 12 years of experience at two other universities, in Virginia and Minnesota. I have been startled by the lack of voice that faculty have at College Park compared to my past institutions and am advocating for change that would benefit the whole university community by giving faculty proper shared governance. I teach large undergraduate programming courses, occasionally reaching more than 500 students each semester. Preparing students for a career in computing is why I do this job but it has been made much harder by the environment at College Park.

Specifically, the following have weighed heavily on me and would likely be remedied through collective bargaining.

- **JOB SECURITY:** As a professional track faculty that does not have tenure, I could be dismissed at any time it is financially sensible for my department or college to do so. While my contract indicates a multi-year commitment, the conditions under which I can be let go are extremely mild and I worry about my job from year to year. A union with collective bargaining rights would provide greater stability as multi-year contracts would have enforceable provisions.

- **FAIR HIRING TREATMENT:** When I was hired, my department failed to provide me a contract and did not provide me with basic access to the university systems to run my courses. Students were impacted negatively by these conditions, As well, I was without effective healthcare for some time as my family navigated a new city. This was a huge error on the part of department and college officials but there were almost no repercussions. Despite my complaints, it seems many newly hired faculty have experienced similar problems since it happened to me. Onboarding, providing employee benefits, and enabling work are basic functions that a union would help guarantee happen smoothly for new faculty.

- **DIMINISHING EDUCATIONAL CONDITIONS:** Since I started at UMD in Fall 2023, the university administration has quietly reduced the contact hours with students in courses. By my calculations, semesters are effectively one week shorter now than they were then (F2023: 30 Tue/Thu lectures, S2025: 28 Tue/Thu lectures). Simultaneously, the tuition for students continues to rise giving them less education at a higher cost. There seems to be no input from faculty on these decisions and no means for us to protest the negative effect reducing class time has on students. A union would do wonders to hold administrators to account so that such decisions cannot be made in such a unilateral fashion.

- **FAIR ADVANCEMENT STANDARD:** I value my Tenure-Track faculty colleagues greatly but the vast majority of students at UMD receive large chunks of their education from Professional-Track

(non-tenure) faculty like me. Despite shouldering the brunt of the educational work, we have the weakest job security and lowest standing among faculty. In my department, freshly hired tenure-track faculty would vote on my job advancement despite their having just finished graduate school while I have 12 years of experience. A union could easily correct such disparities by standardizing the university's approach advancement and ensuring equal standing among tenure and non-tenure track faculty.

- TRUE SHARED GOVERNANCE: The faculty at UMD have a senate which debates issues and passes resolutions but these are advisory only. The administration has the final authority to do as it wishes and has often ignored faculty sentiment to the detriment of students and research. A union would enable faculty to check that power, balance decisions to include education and research perspectives, and guide the direction of university in a democratic fashion.

The University of Maryland is a crucial institution in our state and I want to see it thrive, to see its students well-educated citizens of the world, and see its mission to advance our understanding of world succeed. I grew up witnessing first-hand the power that faculty union has in holding improving colleges: my father was a unionized professor in the Minnesota State college system. Their union was successful in bargaining to keep administrative costs in control and ensure their institutions focused on to education and discovery. A similar union at UMD would go a long way towards rectifying the above problems and many others.

I urge you to support UMD faculty and provide us with the right to collectively bargain. Most other public employees in Maryland have been granted that right already. As higher education has come under fire on many fronts, providing us the ability to legally organize will aid us in resisting such attacks and further the university's mission for years to come.

Sincerely,

Chris Kauffman
Computer Science
CMNS: College of Computer, Mathematical, and Natural Sciences
kauffman77@gmail.com

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

christopher.bonner.pdf

Uploaded by: Christopher Bonner

Position: FAV

**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.

I am Christopher Bonner, a tenured professor of History at University of Maryland, College Park. I'm working with 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 have worked at UMD for more than 10 years, and I am one of a very few Maryland public employees without these rights.

All faculty deserve collective bargaining rights, but non-tenure-track faculty are among the most vulnerable. They often lack full access to shared governance on campus and stability in their appointments and workloads. My non-tenure-track colleagues are essential to our department and to the university as a whole. In History, they teach popular courses that make students enthusiastic about the subject and instill valuable tools for thinking about our world. They bring the expertise of their training to their courses, but they are required to teach far more than tenure-track colleagues and often with no commitment from the university beyond the current academic year. The instability of their positions does not account for the value of their immense contributions to the intellectual and community missions of the university.

Further, as a tenured faculty member, I am disheartened by the limits of shared governance and faculty input on university decisions. Recently, the university changed the name of the Office of Diversity and Inclusion to an office of Belonging and Community, bowing to pressure from the federal government. While this might seem a minor change, I am concerned about the significance of UMD turning away from an explicit commitment to diversity without hearing what this means to me and others on campus. The heart of the university is its people - students, teachers, staff, and administrators working together to advance our understanding of the world. This works best if all parties play a meaningful part in shaping the way the university runs.

The right to collectively bargain--a right of almost all other Maryland Public Employees and USM peer institutions--ensures that non-tenure-track faculty, and ultimately all faculty, will have the voice they deserve.

Sincerely,

Christopher Bonner
History
ARHU
cjbbonner@gmail.com

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

SEIU Local 500 - Testimony in Support of SB 6 2026

Uploaded by: Christopher Cano

Position: FAV



Testimony - SB 6, State Personnel - Collective Bargaining - Nontenure Track Faculty
Favorable
Senate Finance Committee
February 5, 2026
Christopher C. Cano, MPA
Director of Political & Legislative Affairs on Behalf of SEIU Local 500

Honorable Chairwoman Beidle & Members of the Senate Finance Committee:

On behalf of SEIU Local 500, which represents thousands of public sector workers across higher education, K–12 schools, and public services throughout Maryland, we respectfully submit this testimony in strong support of Senate Bill 6.

SB 6 takes an important and long-overdue step by extending collective bargaining rights to nontenure track faculty at Maryland’s public universities. These educators perform essential academic work—teaching students, advancing research, and sustaining the daily operations of our institutions of higher learning—yet they have been excluded from the basic workplace rights that many other public employees enjoy.

This bill highlights a deeper and ongoing problem in Maryland law: not all public sector workers are afforded the right to collectively bargain. Despite Maryland’s reputation as a labor-friendly state, large segments of the public workforce remain disenfranchised when it comes to having a legally protected voice on wages, workload, job security, and working conditions. Nontenure track faculty are among the clearest examples of this inequity.

Without collective bargaining rights, these faculty members often face unpredictable schedules, short-term contracts, inconsistent pay, and limited due process—conditions that undermine not only their economic stability, but also the quality and continuity of education provided to Maryland students. SB 6 begins to correct this imbalance by recognizing that academic labor is still labor, and that faculty deserve the same dignity, protections, and voice as other public employees.

SEIU Local 500 strongly believes that collective bargaining promotes stability, fairness, and accountability in public institutions. When workers have a seat at the table, outcomes improve—not just for employees, but for students, families, and the communities these institutions serve. SB 6 advances that principle and sets a positive precedent for addressing remaining gaps in collective bargaining rights across the public sector.

For these reasons, SEIU Local 500 urges a favorable report on Senate Bill 6 and looks forward to continuing the work of ensuring that all public sector workers in Maryland have the right to organize and bargain collectively. Thank you Senators Kramer and Lam for leading on this perennial issue which we hope to draw to a close for our non-tenure track university faculty this year.

Thank you for your time and consideration.

Christopher C. Cano, MPA
Director of Political & Legislative Affairs
SEIU Local 500

SB6_Maryland Center on Economic Policy_FAV.pdf

Uploaded by: Christopher Meyer

Position: FAV

Effective Worker Protections Require Effective Enforcement

Position Statement in Support of Senate Bill 6

Given before the Finance Committee

The Maryland General Assembly declared in 2023 that it is the public policy of the state of Maryland to encourage and protect public sector employees' rights of freedom of association, self-organization, and collective bargaining of the terms and conditions of their employment or other mutual aid or protection. State law further states that the best way to protect these rights and promote constructive public labor relations is to grant public employees the right to organize and require public employers to negotiate with workers' chosen representatives. Senate Bill 6 puts this commitment into action for non-tenure track faculty at Maryland's Public Universities, a vital and growing component of our higher education workforce. For these reasons, the Maryland Center on Economic Policy supports Senate Bill 6.

Colleges and universities across the United States have dramatically increased their reliance on adjunct and other non-tenure track faculty on the last several decades. Two-thirds of faculty nationwide were in non-tenure track positions as of 2021, up from 47% in 1987. Only 29% of women faculty were in tenured or tenure track positions, compared to 40% of men, and faculty belonging to "underrepresented minority" groups were less likely to have a tenured or tenure track position than their white counterparts.

Non-tenure track faculty have considerably less stability and job security than other faculty. They typically have lower pay, with part-time faculty at reporting institutions taking home less than \$4,100 per three-credit course section in the 2023–2024 academic year, on average – less than they did before the COVID-19 pandemic, adjusted for inflation. Most part-time faculty did not receive employer contributions for health care or retirement benefits.

Collective bargaining rights would grant non-tenure track faculty a voice on the job and better enable them to negotiate for family-sustaining wages and benefits. It would also likely advance racial equity in these workers' pay, as Black workers nationwide typically see considerably larger wage gains from unionization than their white peers.

Senate Bill 6 would put Maryland in good company. Faculty at our state's community colleges have had collective bargaining rights since 2021. More than half of states recognize collective bargaining rights for at least some faculty at public higher education institutions, and faculty at most peer institutions of Maryland's public universities have these rights.

Collective bargaining rights for non-tenure track faculty are especially important at a time when the federal government is increasingly attacking higher education and limiting academic freedom. Faculty without the formal protections of tenure are the most vulnerable to these attacks. Collective bargaining rights would not only protect these workers but would strengthen democracy, as research shows that union members vote in higher numbers than their non-union counterparts.

Faculty at Maryland's public institutions are key to our state's economic future, and too many live with precarious employment and no voice in the workplace. Recognizing these workers' collective bargaining rights would put Maryland's actions in line with its stated values.

For these reasons, the Maryland Center on Economic Policy respectfully requests that the Senate Finance Committee make a favorable report on Senate Bill 6.

SB6_Maryland Center on Economic Policy_FAV.pdf

Uploaded by: Christopher Meyer

Position: FAV

Effective Worker Protections Require Effective Enforcement

Position Statement in Support of Senate Bill 6

Given before the Finance Committee

The Maryland General Assembly declared in 2023 that it is the public policy of the state of Maryland to encourage and protect public sector employees' rights of freedom of association, self-organization, and collective bargaining of the terms and conditions of their employment or other mutual aid or protection.ⁱ State law further states that the best way to protect these rights and promote constructive public labor relations is to grant public employees the right to organize and require public employers to negotiate with workers' chosen representatives. Senate Bill 6 puts this commitment into action for non-tenure track faculty at Maryland's Public Universities, a vital and growing component of our higher education workforce. For these reasons, the Maryland Center on Economic Policy supports Senate Bill 6.

Colleges and universities across the United States have dramatically increased their reliance on adjunct and other non-tenure track faculty on the last several decades.ⁱⁱ Two-thirds of faculty nationwide were in non-tenure track positions as of 2021, up from 47% in 1987. Only 29% of women faculty were in tenured or tenure track positions, compared to 40% of men, and faculty belonging to "underrepresented minority" groups were less likely to have a tenured or tenure track position than their white counterparts.ⁱⁱⁱ

Non-tenure track faculty have considerably less stability and job security than other faculty. They typically have lower pay, with part-time faculty at reporting institutions taking home less than \$4,100 per three-credit course section in the 2023–2024 academic year, on average – less than they did before the COVID-19 pandemic, adjusted for inflation.^{iv} Most part-time faculty did not receive employer contributions for health care or retirement benefits.

Collective bargaining rights would grant non-tenure track faculty a voice on the job and better enable them to negotiate for family-sustaining wages and benefits. It would also likely advance racial equity in these workers' pay, as Black workers nationwide typically see considerably larger wage gains from unionization than their white peers.^v

Senate Bill 6 would put Maryland in good company. Faculty at our state's community colleges have had collective bargaining rights since 2021. More than half of states recognize collective bargaining rights for at least some faculty at public higher education institutions, and faculty at most peer institutions of Maryland's public universities have these rights.^{vi}

Collective bargaining rights for non-tenure track faculty are especially important at a time when the federal government is increasingly attacking higher education and limiting academic freedom. Faculty without the formal protections of tenure are the most vulnerable to these attacks. Collective bargaining rights would not only protect

these workers but would strengthen democracy, as research shows that union members vote in higher numbers than their non-union counterparts.^{vii}

Faculty at Maryland’s public institutions are key to our state’s economic future, and too many live with precarious employment and no voice in the workplace. Recognizing these workers’ collective bargaining rights would put Maryland’s actions in line with its stated values.

For these reasons, the Maryland Center on Economic Policy respectfully requests that the Senate Finance Committee make a favorable report on Senate Bill 6.

ⁱ State Government Article §21–102

ⁱⁱ Glenn Colby, “Data Snapshot: Tenure and Contingency in US Higher Education,” American Association of University Professors, 2023, <https://www.aaup.org/sites/default/files/AAUP%20Data%20Snapshot.pdf>

ⁱⁱⁱ The term “underrepresented minority” encompasses the IPEDS race and ethnicity categories of American Indian/Alaska Native, Black, Hispanic, Pacific Islander, and Two or More Races.

^{iv} “The Annual Report on the Economic Status of the Profession, 2024–25,” American Association of University Professors, 2025, https://www.aaup.org/sites/default/files/2025-06/aaup_FCS%20Report_4.pdf

^v “Unions Help Reduce Disparities and Strengthen our Democracy,” Economic Policy Institute, 2021, <https://www.epi.org/publication/unions-help-reduce-disparities-and-strengthen-our-democracy/>

^{vi} “Collective Bargaining: Why Extend Collective Bargaining Rights to Faculty, Staff and Graduate Workers in the University System of Maryland?” United Academics of Maryland, n.d., <https://uamaryland.org/collective-bargaining/>

^{vii} Economic Policy Institute, 2021

claire.dunning.pdf

Uploaded by: Claire Dunning

Position: FAV

**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 Claire Dunning. I am a tenured professor of Public Policy at University of Maryland, College Park. 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. As an Associate Professor who has worked at UMD and lived in the local College Park area since 2018 in the School of Public Policy, 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. My non-tenure track colleagues at the School of Public Policy are essential to pursuing our college's and university's goals of educating students and pursuing research that will improve the world. In particular, these colleagues are at the forefront of helping the state of Maryland meet its climate goals through research on climate policy locally and around the globe; others work on nuclear security, defense strategy, and child advocacy. In the classroom, my non-tenure track colleagues bring practitioner insights to ensure academic experiences accurately prepare our students for the policy world they hope to join, and mentor students in an increasingly difficult job market. Despite these contributions, non-tenure track faculty face vulnerabilities and precarities that undermine their research, teaching, and service to the university. When their classes get cut, their class sizes grow, administrative responsibilities increase, and exclusion from decision-making spaces the pain is felt most acutely by them but is shared by us all. I have had countless conversations with students upset about classes getting canceled or expanded. This drain on my time is not the fault of students or my colleagues, but a system that denies faculty, particularly non-tenure track faculty, the ability to strengthen and improve their working conditions through collective bargaining.

When I was granted tenure in 2023, it was a bittersweet moment: something I had worked for years to achieve by publishing an award-winning book, developing interdisciplinary partnerships across the university, supporting students through remote learning, developing new courses on pluralism and social change, publishing op-eds and other materials to translate academic research into practice, and launching a new research program on the history of philanthropy and policy. At the same time, I earned tenure at a moment when those who gain such status are fewer in number and attacks on higher education across the country mean that the protections of tenure are no longer sufficient. It is clear that higher education is under attack and the clearest way to defend this institution we all know to be essential to our economy and society is through collective action. I am a historian who studies change, social movements, and policy and the evidence is clear: collective action in general, and the rights of collective bargaining, is the surest way to protect and grow what we value. This means that tenured, tenure-track, and non-tenure track faculty need the rights of collective bargaining.

I love my job: every day students inspire me with their passion to make policy that improves our world, my research agenda allows me to explore big questions that fascinate me and are

important to our world, and my colleagues bring energy, creativity, and wisdom toward running our school. But my ability to do that job for which I was hired is being eroded by administrative decisions that exclude faculty voices and tell us to do more with less. 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.

Sincerely,

Claire Dunning
School of Public Policy
claire.dunning@gmail.com

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

clara.irazabal.pdf

Uploaded by: Clara Irazabal

Position: FAV

**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 Clara Irazabal, and I am the Urban Studies and Planning Program Director at the University of Maryland, College Park, where I have worked for five years. I call on this committee to issue a favorable report on this Bill for non-tenure-track faculty and to also address the condition of faculty generally. The state already grants the right of collective bargaining to nearly every other state employee, the faculty at our community colleges, and the non-academic workforce at our four-year institutions. This right should be extended to all higher education workers in Maryland.

Enacting this bill into law will go a long way toward resolving those issues, directly providing a platform to effectively improve working conditions (salary, workload, job stability), racial and gender equity, governance, and the negative effects on student education, ultimately benefiting the prosperity of Maryland and all Marylanders. Collective bargaining can also help reverse attacks on higher education by allowing faculty and students an independent collective voice.

Members of the Committee, let us honor our state history. This state has, for decades, viewed collective bargaining between state employees and management as the best way to promote democracy in our workplaces and public institutions. The right to collective bargaining has long been recognized not only as a fundamental human right but also as the best means of ensuring that employee voices play a vital role in shaping the conditions that govern our workplaces. It is a right granted to many other public higher education institutions in the nation and, indeed, to many private, prestigious institutions in our state. The reasons to exempt four-year public higher education institutions from this path make no sense. I again, therefore, urge a favorable report on this Bill.

Sincerely,

Clara Irazabal
Urban Studies and Planning Program
School of Architecture, Planning and Preservation
irazabalzurita@gmail.com

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

clare.lyons.pdf

Uploaded by: Clare Lyons

Position: FAV

**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 Clare Lyons and I am a professor of history, at the University of Maryland, College Park, where I have worked for 28 years.

I call on this committee to issue a favorable report on this Bill, codifying collective bargaining rights to University faculty.

The state already grants this right 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.

As Professor at the University of Maryland I do the work of a teacher for the State.

My colleagues who are PTK faculty do the same, without the benefits tenure affords me.

They have no job security, or path to such; they are underpaid; and work without access to participate in the governance of the core functions at the University. The state of Maryland's prohibition for collective bargaining makes it impossible to use our rights to collectively bargain to redress those working conditions.

It is reprehensible for any representative elected by citizens of this state to promote that disempowering and anti-democratic stance.

We teachers are under attack, as are the state's institutions of higher education. You must stop tying our hands by inaction on collective bargaining.

In years past I have submitted testimony full of details to inform you of the nature of the work I do as a Professor - the teaching - student development and mentorship - administrative work - and creating new knowledge through my research and publication. I also attest to the fact that my PTK colleagues do the same, and often more, in their positions, without tenure. This I put below.

The situation for teachers/researchers in Maryland has changed in the last year due to federal attacks and policies.

It is time to show that you are allied with university teachers, and vote in favor of collective bargaining for my PTK colleagues.

To do otherwise is to stand with those who are interested in destroying higher education. To do otherwise is to promote divisiveness among citizens who need to be allies.

Below is my longer testimony, submitted in prior years, to give you a sense of my commitment to service to our state's youth, and illustrate why non-tenure track faculty are so important to our mission.

Each year I teach 150 undergraduate students in my entry-level courses, teaching critical thinking and analytical writing, as we probe the past and consider its impact on the world we now live in. These courses serve the general education curriculum, with students enrolling across the breadth of majors, from STEM to humanities, the arts and sciences. As students focus their studies on a major, I teach more specialized courses in history, and in gender/women/and sexualities studies. I also instruct graduate students, training the next generation of faculty in the discipline of history, typically working with about 20-25 M.A. and Ph.D. students each year. Like many faculty, I also conduct research, publish books and articles, and provide administrative service in my department and on University committees. My teaching of undergraduates and grad students extends to career support which often leads them to professional training in law, public policy, and government, into academics, and into non-profit work for the public interest.

This teaching work is the very heart of the University. Its core mission is in the hands of teachers like myself, because I have demonstrated the skill and expertise to be entrusted with such work. Surely, teachers like myself are due the basic rights to fair employment, safeguarded by the right to engage in collective bargaining, should we collectively determine to do so.

The right to collective bargaining is a fundamental tenet of a democratic society, and has been responsible for establishing thresholds for safe, fair working conditions since the right was recognized in the early twentieth century. This bill would remove the exemption in Maryland state law, that excludes me, and all teachers at 4-year public institutions, from exercising that right. There are dozens of reasons for this committee to issue a favorable report, and move this bill to the next stage of consideration. First, is the democratic right for workers to collectively bargain, I have just presented.

I am also concerned about a deterioration of the working conditions, job security, and wages we teachers at Maryland face; and the simultaneous emphasis on non-teaching and administrative spending that promises to make teachers' working conditions worse if they are allowed to continue. Collective bargaining, and even the possibility of such collective action, would bring teachers into the discussions that set these priorities.

Here are just a few troubling trends:

I. Teaching faculty at UMD has shifted from tenure-track Professors, to lower paid, lower status, ranks for teachers, who do the majority of the teaching.

There are currently 1,339 tenured and tenure-track faculty at UMD - These teachers have job security (after 6 years' probation that it takes to earn tenure), that is intended to protect freedom of speech and open discourse and inquiry in research, fundamental to the University's mission. We enjoy the best working conditions, although at lower salaries and poorer benefits than that of our peer institutions at public University nationally.

We have 3,392 "professional track" faculty (PTK) - These teachers were not offered tenure track jobs after earning the Ph.D., earn low wages, and have limited job security, working on short multi-year contracts, ranging from 1 to 5 years. These are the teachers who do the huge majority of the teaching, because the University has made a policy decision to privilege hiring teachers into these ranks, rather than the traditional tenure track.

My PTK colleagues have a teaching work load that is double that of my own, and are thus often unable to conduct research and publish. They are poorly paid. They have no long-term job security. Without tenure they are vulnerable to all the hardships tenure is meant to mediate against.

We also employ part-time faculty, currently approximately 900 at UMD, who work under truly deplorable conditions. These teachers also have earned Ph.D.'s in their field, and have to

perform at a high standard as teachers. They are hired semester to semester, like seasonal farm workers, with no job security, paid by the course, typically \$5,000. If they can secure the equivalent teaching load as those at PTK ranks (so 4 courses each semester), they earn \$40,000. Most are cobbling together fewer courses, often working for several different schools in the UM system. And they too are doing the important work of teaching our University students.

This means that 76% of faculty position at UMD are held by non-tenure track faculty, with employment conditions well below those that I, as a tenured faculty member, enjoy. This is not a tenable path forward. We have already seen a trend of the "best and the brightest" making the decision not to go into higher education because it is becoming a non-professional career, poorly paid, without the opportunity to do the important original research that moves our society forward.

Over the twenty-six years I have taught at the University of Maryland, this shift from traditional tenure-track faculty to various levels of temporary, non-tenured faculty has escalated to the point where it is a crisis for the future of higher education. Removing the impediment to collective bargaining by moving this bill forward would give teachers, as state workers, a way to counter this troubling trend.

II. Spending priorities made by the University administrators have favored non-teaching arenas, particularly management.

Since 2015 expenditures on management have increased 50%, significantly increasing salaries, while also adding to the numbers of positions dedicated to administration and not teaching.

In that same period the number of students we serve have increased (by 16% since 2014) and the number of full-time faculty risen by just 3%. More and more of those faculty positions have been filled with lower paid, PTK and part-time teachers, as explained above.

Teaching now accounts for 28.7% of UMD's budget, with another 24.5 % of the budget supporting research.

Faculty currently have no seat at the table in setting priorities or even presenting our experience. This bill would allow us to make use of collective bargaining to change this.

III. UMD faculty salaries are negotiated within the academic unit at the time of employment, and increases (when possible) likewise leveraged by the individual. There are no step increases for faculty who are adjudged to achieved merit in performance reviews, unlike many universities that have such policies. Unsurprisingly, this leads to special treatment and inequities.

In the absence of clear and consistent administration of employment conditions such as salary and workload, discrimination, bias, and preferential treatment takes place. I have experienced this and witnessed it among my colleagues.

I recently served on the internal review committee for my department to evaluate the current status on diversity, equity and inclusion. In that capacity I and another faculty member wrote a survey, for all members of our teaching faculty, to contribute information on their experiences, relating to DEI, anonymously. The majority recorded that they had experienced what they understood to be discrimination or bias in interaction with colleagues and administrators. The specifics ranged from inappropriate comments to inequities in workload and compensation. Sensitivity training and DEI education can redress the insensitive/bias comments; but the issues concerning workload and compensation are the result of having no clearly articulated, uniform, predictable, and enforceable standards.

Here too, the possibility of collective bargaining could encourage equitable treatment.

The state of Maryland has a long history of support for fair, equitable, employment and standing with workers to ensure our voices are part of the conversation as we face difficult issues. The right to collectively bargain is essential for those traditions to continue. I ask that you stand with the University teachers and support this Bill.

Sincerely,

Clare Lyons
History
University of Maryland College Park
clyons@umd.edu

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

SB 0006 State Personnel Collective Bargaining Nont

Uploaded by: Courtney Jenkins

Position: FAV



METROPOLITAN BALTIMORE COUNCIL AFL-CIO Unions

**SB 0006 State Personnel – Collective Bargaining – Nontenure Track Faculty
Senate Finance Committee
February 5, 2026
Support**

To: Hon. Pamela Beidle, Chair & members of the Senate Finance Committee

From: Courtney Jenkins, President, Metropolitan Baltimore Council AFL-CIO Unions

Chair, Vice Chair, and Members of the Committee:

My name is Courtney Jenkins, President of the Metropolitan Baltimore AFL-CIO Labor Council, representing thousands of working people across the Baltimore region including Baltimore City and the six surrounding counties. I respectfully submit this testimony in **strong support of Senate Bill 0006**, which extends collective bargaining rights to nontenure track faculty at the University System of Maryland, Morgan State University, and St. Mary's College of Maryland.

Collective bargaining is one of the most effective and proven tools for ensuring fairness, stability, and dignity at work. SB 0006 corrects a long-standing inequity in Maryland law by finally recognizing that nontenure track faculty: full-time, part-time, and adjunct are workers who deserve a voice in decisions that directly affect their livelihoods and their ability to educate our students.

Nontenure track faculty now make up a substantial share of the instructional workforce in higher education. Yet many face low and unpredictable pay, short-term contracts, limited access to benefits, and little input into workplace policies. These conditions are not the result of a lack of professionalism or commitment; they are the predictable outcome of excluding an entire category of workers from collective bargaining rights. SB 0006 addresses this imbalance by allowing these faculty members to organize, choose representation through a democratic process overseen by the Public Employee Relations Board, and negotiate over wages, benefits, workload, job security, and fair grievance procedures.

From the perspective of organized labor, collective bargaining does more than raise standards for individual workers, it strengthens institutions. Therefore twenty-five states, and the District of Columbia all provide collective bargaining rights for faculty. When workers have a seat at the table, turnover declines, morale improves, and disputes are resolved through clear, orderly processes rather than conflict or litigation. The bill's structure, including institution-specific bargaining units and the option for consolidated memoranda of understanding, balances



METROPOLITAN BALTIMORE COUNCIL AFL-CIO Unions

system-wide consistency with campus-level needs. This is a thoughtful and responsible approach that reflects Maryland's modern public-sector labor framework.

Importantly, SB 0006 does not mandate unionization or predetermine outcomes. It simply gives nontenure track faculty the right to decide for themselves whether collective bargaining is the right choice. Any fiscal impacts are contingent on those democratic decisions and subsequent negotiations. As the fiscal analysis makes clear, initial administrative and PERB-related costs are minimal, and any future compensation changes will result from good-faith bargaining, just as they do for other public employees who already exercise these rights.

Strong working conditions for faculty are strong learning conditions for students. When instructors are fairly compensated, have predictable appointments, and can raise concerns without fear of retaliation, students benefit from continuity, mentorship, and academic excellence. SB 0006 is therefore not only a labor bill; it is an investment in the quality and stability of Maryland's public higher education system.

On behalf of the labor movement and the working families we represent, I urge a **favorable report on Senate Bill 0006**. Maryland has long been a leader in respecting workers' rights. This bill continues that tradition by ensuring that the educators who do so much for our state are finally afforded the fundamental right to collectively bargain.

Respectfully submitted,

Courtney L. Jenkins
President, Metropolitan Baltimore Council of AFL-CIO Unions

daniel.greene.pdf

Uploaded by: Daniel Greene

Position: FAV

**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.

I am Dr. Daniel Greene and I am an Associate Professor of Information at the University of Maryland in College Park, where I have worked for eight years as faculty, and, many years ago, another six years as a graduate student. I call on this committee to issue a favorable report to this bill. The state already grants the right to collectively bargain to every other state employee, as well as our brothers and sisters at our community colleges and the staff in our 4-year institutions. It is clear that this right should be extended to the rest of higher education in Maryland.

I study how technology changes the workplace, and I train the students who go on to fill urgent gaps in our state and national workforce as data scientists and software developers. Of my graduate cohort, I am one of the lucky few to secure a tenure track faculty position--let alone one near my daughter's grandparents! Most of my peers are contingent faculty, teaching four or five classes a semester on semester-to-semester contracts, without an office for office hours.

After receiving my PhD, I worked at Microsoft. The job was terrific and the money was great (more than I'll make for some time as faculty), but I felt a pull home to serve the great state of Maryland. Especially when some of my old students wrote to me in distress after the murder of Richard Collins III on campus. They felt the university wasn't working for everyone. And despite my new job, I have to agree. Our bosses talk about shared governance but there is no shared governance over university budgets. Instruction units control their expenses but have no control over the largest sources of revenue: undergrad tuition and state funding. The provost has frozen our college's undergraduate revenue, and as a result, my undergraduate classes rarely have fewer than 75 students. I cannot train the workforce of the future when I can't even learn their names. Our working conditions are their learning conditions.

My peer faculty who are women and people of color do not feel safe speaking up about workplace harassment because, instead of a collective bargaining process where we face management as independent equals, we have various HR systems through which the university can protect itself, rather than its workers. Plus an ombudsperson with no arbitration power, simply a license to contact offender and offeree and talk things out. And frankly, a non-union workplace is not a competitive one. When Maryland acts like conservative, right-to-work state, it prevents me from recruiting the best graduate students, who seek out the security of U Michigan or Berkeley's union contracts, or the best faculty, who worry we won't have any way to fight back when a Republican takes the governor's mansion again and starts banning books like Florida. We need to match the standard set by our peers in New Jersey, California, Illinois, Michigan--where faculty and graduate student unions have long been a part of their vibrant public universities. Governor Moore has said he will sign this bill. He demands we leave no one behind in Maryland. But year after year, Annapolis has chosen to leave behind 27,000 members of the state's academic workforce and the 100,000 students we teach every year.

As a tenured faculty member, I have no higher political priority than unionization for my

nontenure track colleagues. They teach five times as much as me for half the pay. They're asked to build classes and programs and labs that'll last for decades but they have no idea whether they'll have a job next semester. They cannot speak up to their supervisors because those so-called contracts can be recalled at will. They cannot teach freely about climate change or racism or AIDS because one bad student evaluation or surreptitious video could result in their firing. They cannot hold office hours because they do not have an office. And they cannot fulfill leadership roles in university service, and so the service load only increases for tenured faculty--we feel our colleagues' precarity as a sort of phantom limb. If we want our students to have the best learning experience possible, if we want to be as fearless in our research as it says on the brochures--then the committee must grant collective bargaining rights to faculty.

I urge the members of this committee to issue a favorable report to this bill. The right to collective bargaining would put us on equal footing with other state workers, ensuring that we can negotiate with the administration for the resources we need to do our jobs, create safer workplaces, and recruit top students and faculty to our great state. Maryland has long recognized that collective bargaining is a fundamental human right, one that ensures the public sector works not only for its workers but the public at large. We must live up to our labor values within our greatest resource: The universities training Maryland's future workforce.

Sincerely,

Daniel Greene
Information
Information
dan.greene10@gmail.com

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

david.jacobs.pdf

Uploaded by: David Jacobs

Position: FAV

**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 David Jacobs. I am a professorial lecturer at George Washington University, an adjunct at American University), and a retired Full Professor at Morgan State University. 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 non tenure track faculty in Maryland's public four-year institutions. As a former faculty member in the Maryland state system (for fifteen years), I have seen first hand the deficits of a human resource system lacking employee representation. While at Morgan, I and others pushed the Administration to correct the problem of salary inversion. Rather than engage with faculty on this issue, the Administration hired a consultant who was instructed to deny the problem. I no longer teach at Morgan, but I remain a Maryland resident who cares deeply about faculty precarity in our state schools.

While all faculty would benefit from collective bargaining rights, non-tenure track faculty are particularly vulnerable to exploitation. Since the 1980s, universities have followed the trend toward contingent employment in the private sector. Faculty collective bargaining can mitigate the inequities across classes of faculty and rebuild a professional community that better serves the state. In my current adjunct status, I am excluded from research opportunities, uncertain about employment from term to term, paid less than colleagues, and my experience is largely disregarded.

Faculty governance at Morgan was rendered nearly impotent in the late 1980s. There was substantial retrenchment and AAUP censure. Faculty have not regained the influence lost and will continue to suffer declining real wages and deteriorating benefits without the power of collective action.

It is through the right to bargain collectively, a right afforded almost all other Maryland state employees and USM peer institutions, that non-tenure-track faculty, and we hope ultimately all faculty, will have the voice they deserve.

Sincerely,

David Jacobs
dc.david.jacobs@gmail.com

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

david.sartorius.pdf

Uploaded by: David Sartorius

Position: FAV

**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 David Sartorius, and I am an associate professor of history at the University of Maryland at College Park, where I have worked since 2007. I call on this committee to issue a favorable report to this Bill. The state already grants the right of collective bargaining towards nearly every other state employee, as well as the faculty at our community colleges and the non-academic workforce at our four-year institutions. It is clear that this right should be extended to the rest of higher education in Maryland.

For tenured, tenure-track, and non-tenure track instructors alike, teaching undergraduate and graduate courses in the fall and spring semesters represents a fraction of the work that we do. In any given week, we spend far less time teaching, researching, and producing scholarship than we do on invisible labor--that is, unremunerated and not contained within our course responsibilities: university committee work and other service obligations at the department, college, and university level; service to the discipline and profession, including committee work for professional organizations, serving on journal editorial boards, and writing evaluations for tenure and promotion; and mentoring, writing letters of recommendation, and reading and editing work in progress for students and colleagues at the University of Maryland and beyond.

I support this Bill because I believe that faculty governance is vital to the mission of a public university and that collective bargaining is the most effective way to buttress faculty governance in the face of a university administrative apparatus that frequently prioritizes student "revenue" and athletic programs over teaching and research. When I realize that most upper-level administrators earn over \$300,000 per year, I feel the need to advocate for a more just and equitable distribution of compensation at the university, especially when faculty salaries at my rank are between 17 and 58 percent higher at peer institutions. With infrequent merit raises and few "job title promotion" opportunities faculty limited opportunities and incentives to work harder to earn a higher salary.

Legislatures in other states have aggressively curtailed free speech and faculty governance in recent years, and I am proud to work in a state that has long valued its state university system. Without collective bargaining rights for that system's employees, the promise of public education in Maryland will remain unfulfilled.

Sincerely,

David Sartorius
History
ARHU
davidsartoriusdc@gmail.com

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

SB 6 - CB Nontenured Faculty.pdf

Uploaded by: Denise Riley

Position: FAV



A Union of Professionals
AFT-Maryland

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Kenya Campbell
PRESIDENT

LaBrina Hopkins
SECRETARY-TREASURER

**Written Testimony Submitted to the
Maryland Senate Finance Committee
SB 6 - State Personnel - Collective Bargaining - Nontenure Track Faculty
February 5, 2026**

FAVORABLE

Chair Beidle and members of the Committee, AFT Maryland urges a favorable report on SB 6 to lift the state's restriction on collective bargaining for nontenure track faculty within the University of Maryland System.

Higher education in America is currently under an unprecedented political assault, yet Maryland has effectively forced its professors to the sidelines of this fight. When the federal government threatens to withhold funds from fields of study that do not align with partisan viewpoints, it weakens the very foundation of our universities.

World-renowned research in African American Studies, Women's Studies, and the sciences is being targeted. Maryland's higher education system is in a weaker position to defend against these attacks than states that allow collective bargaining because without the protections of a collective bargaining agreement, the voices of the faculty are effectively silenced.

Furthermore, the current financial trajectory of our institutions is inefficient and unsustainable due to the widening chasm between administrative pay and educator compensation.

According to the *Baltimore Sun's* 2023 database of state employee salaries, pay for management and administrators far outpaces that of the faculty. By denying faculty a path to collective bargaining, the state has essentially given administrators a blank check to increase their own compensation while the faculty face wage stagnation.

For these reasons, we call on the legislature to give faculty the necessary tools to protect higher education by granting them the right to form a union. We ask for a favorable report on SB 6.
Thank you

derek.willis.pdf

Uploaded by: Derek Willis

Position: FAV

**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 Derek Willis and I am a lecturer at the Philip Merrill College of Journalism at the University of Maryland-College Park, where I have worked for four years. I call on this committee to issue a favorable report to this Bill. The state already grants the right of collective bargaining towards nearly every other state employee, as well as the faculty at our community colleges and the non-academic workforce at our four-year institutions. It is clear that this right should be extended to all higher education workers in Maryland.

I teach multiple classes a semester, typically on topics such as data analysis, artificial intelligence and statistics within the context of doing journalism. Much of the funding for my position comes directly from the legislature's investment in education on these critical topics, and I am grateful for the opportunity to help Maryland students develop the skills they will need in an increasingly complex and data-driven society. I love my job, my colleagues, and my students. I wish that every lecturer on campus had the situation I do, but the truth is that too many of them have more and larger classes every semester, too little support, and no real voice in the institution. Lecturers and adjunct faculty in particular are workhorses who ensure that students receive the broad general education that the university provides, and they are the most at-risk in terms of their employment and working conditions. When I started working at UMD, I signed a three-year contract that specified my teaching load and other terms. I currently do not have an active contract - an oversight that I know is not the result of bad faith or intent, but the result of a system that is built on a lack of real shared governance. It shouldn't be this way. Faculty should be able to rely on a consistent set of working conditions that are agreed upon, spelled out and written down. That's actual shared governance.

Your support for this bill is a critical step in that direction. You can provide faculty with a real, independent voice in their future, and you can help ensure that USM students are getting the instruction they need from faculty who can rely upon the stability that collective bargaining can provide. I love almost everything about my job, and I would like all of my colleagues to be able to say the same. But that's not the reality right now, and the impact on Maryland and Marylanders is real. Particularly at a time when higher education - public education itself - is under attack, we need a collective voice that can show why the investments the legislature makes in the state's colleges and universities is so important.

My request to you is simple: this state has long favored collective bargaining between public employees and their management as a necessary - essential - component of our shared civic life. There is no good reason to exclude the faculty of four-year public colleges and universities from this opportunity to have a meaningful voice in their own institutions. I ask that you favorably report this Bill, and support its ultimate passage.

Sincerely,

Derek Willis
Journalism
dwillis@gmail.com

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

diane.alonso.pdf

Uploaded by: Diane Alonso

Position: FAV

**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 Diane Alonso. I am a full-time, Non-Tenure-Track (NTT) Teaching Professor of Psychology at UMBC, where I have served for over 20 years. I am writing to urge your support for the Non-Tenure Track Faculty Collective Bargaining Bill, to secure collective bargaining rights for faculty. As it stands, I am among the very few Maryland public employees denied these fundamental rights--a gap in equity that leaves long-serving educators like me vulnerable.

I was hired two decades ago to build and lead an undergraduate psychology program. In my time at UMBC, I have been promoted to the highest possible rank for my track: (Full) Teaching Professor. Despite my terminal degree and decades of industry and academic leadership, my status as NTT creates an "artificial ceiling." I am ineligible for high-level administrative advancement (such as Chair or Dean), even as staff with fewer credentials move into those roles.

More pressingly, I have experienced significant financial and professional instability. Initially, I was misclassified and essentially worked summers without pay; more recently, an external Department Chair--without prior consultation or evaluation of my performance--unilaterally demoted me from a 12-month administrative/teaching role to a 9-month contract. This resulted in a drastic pay cut and the loss of my administrative title despite my 20-year track record of excellence. We are also facing a "do more with less" crisis: we are losing adjuncts and teaching assistants while being asked to increase enrollments and learn new course areas overnight.

My experience proves that current "shared governance" models are insufficient. When I attempted to challenge my unilateral demotion and a pattern of verbal harassment from a supervisor, I found myself in a vacuum. HR informed me they do not handle faculty issues; Faculty Affairs told me to "reinvent myself"; and the Faculty Senate admitted they had no power to intervene. When a tenured administrator "ghosts" an NTT faculty member, there is currently no grievance process with teeth to ensure accountability. My voice, and the voices of my NTT colleagues, are advisory at best and easily silenced at worst.

UMBC prides itself on the quality of its undergraduate education, yet that education is delivered primarily by NTT and adjunct faculty who are being disenfranchised. We are the backbone of the student experience, yet we work without the job security or the seat at the table necessary to protect that experience. By granting us the right to collectively bargain --a right already enjoyed by almost all other Maryland public employees and our peer institutions--you ensure that those of us who dedicate our lives to Maryland's students have a protected voice in the future of our university. I call on you to issue a favorable report on this bill.

Sincerely,

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

diane.luchese.pdf

Uploaded by: Diane Luchese

Position: FAV

**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.

I am writing to urge you to support this bill, which would grant collective bargaining rights to faculty and librarians. I am a Towson University Professor who has taught in the University System of Maryland for the past 26 years. Throughout my tenure, I have experienced the absence of collective bargaining as nothing less than unfair. I am writing to request that you consider supporting this basic democratic right for state university faculty/librarians. I consider myself a dedicated employee of the state, and find value and purpose in my work. I work extremely hard and with passion. I believe so strongly in the value of education; I absolutely love teaching and invest all my energy in providing as much support as I can for our students. While I am not disgruntled nor discontent, I recognize that problematic situations can arise in any place of employment. The occasional frustrations that my faculty colleagues and I experience without the means for support or advocacy often raises situations to the level of unfair. We should have a right to at least come to the table to negotiate those conditions we experience as unacceptable. I will provide just a few examples I have personally experienced or witnessed in my tenure in which the right to collective bargaining might be/might have been advantageous: 1. Under the O'Malley administration when state employees were 'furloughed' for a few days during three years, although aware of the rationale for that decision to lose pay, we were still forced to teach without pay; (so we could not earn money to make up the difference because our time was still spent teaching); 2. Our 'workload' progressively and subtly increases yearly without extra salary compensation, due to a myriad of reasons, whether from insufficient staffing, part-time employees replacing retiring tenured faculty, or the more recent addition of mandatory individual student advising; 3. In my case, being forced to teach music to groups of students singing toward me in small classrooms without proper ventilation (and unable to open windows) during covid; 4. Many years without COLA adjustments whereby salaries have not kept up with inflation; 5. Difficulty finding qualified and experienced adjuncts who are willing to work for the extremely low pay per each course they teach; 6. Deeing part time adjuncts occasionally left hanging until the last minute without contracts wondering if they will get courses; 7. Witnessing part-time faculty and lecturers in a precarious employment situation feeling unable to risk exercising their right to academic freedom and free speech, 8. Observing the numbers of administrators continually increasing (and receiving high salaries) while the number of tenure track professors as well as badly-needed support staff have decreased, and 9. A watering down of self-governance (while the service/committee work remains, the committee contribution to the actual decision making is vanishing). I fully recognize that my situation is still better than that of other colleagues, especially lecturers and adjuncts. These populations are often afraid to express their concerns without the fear of losing their jobs. Collective bargaining rights is a necessary step for Maryland university faculty employees to raise our concerns or bring to light injustices, without fear. The collective voice of faculty has been silenced for too long. Collective bargaining would establish a clearer line of communication and complete transparency between faculty and administration. It would open channels for free speech, conflict resolution, debate, fairness, and equity. These rights should not be too much to ask for. Again, I urge you to support this bill.

Sincerely,

Diane Luchese
dilooped@gmail.com

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

elizabeth.patton.pdf

Uploaded by: Elizabeth Patton

Position: FAV

**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 Elizabeth Patton. I am a Tenured professor of Media & Communication Studies at the University of Maryland, Baltimore County. I am working with my Non-Tenure Track colleagues to secure collective bargaining rights through this bill. I urge a favorable report on this bill.

While all faculty deserve collective bargaining rights, this bill will provide these rights to Non-Tenure Track (NTT) faculty. Discuss NTT being your colleagues and the value they bring to the University. Discuss how NTT faculty provide this value, although they have little if any job security, lower pay, difficult workloads and more.

UMBC plays a vital role in Maryland's future by educating first-generation students, advancing research, and serving as an engine of socio-economic mobility. UMBC's mission is carried out every day by faculty, and in particular by our NTT colleagues, who teach the majority of our students, mentor them, and sustain our academic programs through administrative service, often under heavy workloads and inadequate compensation. They do this work with extraordinary dedication, with few institutional protections. It is through the right to collectively bargain, a right afforded to almost all other Maryland public employees, that NTT faculty, and hopefully soon all faculty, will finally have the meaningful voice we deserve. Collective bargaining will ensure that those who do the core work of the university are true partners in shaping its future.

I urge a favorable report on this bill.

Sincerely,

Elizabeth Patton
eap9703@gmail.com

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

elyshia.aseltine.pdf

Uploaded by: Elyshia Aseltine

Position: FAV

**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.

There have been so many moments over my academic career (13 years) where a union would have offered welcomed protections for myself and for my colleagues. From labor without pay, to long-established faculty governance processes being avoided or outright ignored, to new (and often time-consuming, cumbersome, ill-planned) changes to workload and, finally, to selective application of administrative "policies"... There have been more moments than I can count where, if we would have had union protections, our needs as faculty would have been protected, allowing us to focus on what should be the real focus of our efforts--teaching our students and preparing them for the world beyond.

Sincerely,

Elyshia Aseltine
elyshia5@yahoo.com

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

emily.parker.pdf

Uploaded by: Emily Parker

Position: FAV

**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 Dr. Emily Parker. I am a tenured professor of philosophy at Towson University, where I have been teaching for over twelve years. I am a committed teacher and researcher, and I believe in the power of public education to help young people understand themselves and their world. I mentor numerous students every year in and outside of class, and I write letters of recommendation on behalf of students going out and making lives for themselves in Maryland and beyond.

I write today because I believe faculty should have a say in university decisions. Currently all faculty lack a voice. We participate in "shared governance," but this is not a substitute for collective bargaining. Please vote to ensure collective bargaining for faculty. "Shared governance" assumes a level of input no faculty member has in practice, not even tenure track faculty. Let's be honest. Universities today are run like businesses, and administrators make the decisions, even decisions about hiring that should be made by faculty.

No matter what, the perspectives of administrators and faculty are going to contrast, and only mandating collective bargaining will give faculty the authority to contribute their perspectives.

Non-tenure track faculty are even more subordinated by this situation. They are typically not included in departmental meetings, even though no university in the country could survive without non-tenure track faculty. They are hired with no guarantees of future employment, even though the advanced degrees required for university teaching make most non-tenure track faculty incompatible with the wider labor market.

I urge you to promote democratic university life in which all faculty, especially the currently most vulnerable, have a say. Please put non-tenure track faculty in the position to bargain collectively.

Sincerely,

Emily Parker
e.a.parker@icloud.com

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

eric.zakim.pdf

Uploaded by: Eric Zakim

Position: FAV

**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.

I am Eric Zakim, an associate professor at the University of Maryland, College Park. 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 have been employed at the university since 2002 and have core faculty appointments in the School of Languages, Literatures, and Cultures where I helped establish the Program in Cinema and Media Studies (which is growing and thriving in an era of retrenchment in the Humanities); the Department of English (within the Program in Comparative Literature); and in the Meyerhoff Center for Jewish Studies. I came to UMD from Duke University, because I believe in the mission of public education and in the specific potential of UMD to be a leader in higher education.

Over the past 24 years (and, indeed, since 1993 when I left graduate school and began my academic career as an assistant professor), I have seen the steady decline of my profession and the decline of the faculty at my university. Across the country, morale within the professorate of the universities has never been lower, at least in the Humanities. When I get together with colleagues from other universities, let alone from my home university, the conversation usually includes a comparative study of the signs of decay and disintegration within the stature, morale, and the working conditions of the faculty.

Faculty governance, a bedrock university principle since the very inception of universities in the Middle Ages, has all but disappeared. At times, working at a university feels like being within George Orwell's *Animal Farm*, where the fundamental principles of the new society are slowly corrupted and mangled, until they are no longer recognizable. Decisions about curriculum, hiring, salary, and the like were always officially made by the administrators of the university. But to promote a sense of shared responsibility within the university community, in my experience--at the University of Maryland, at Duke University where I began my career, at the University of California--Berkeley where I studied for my doctorate--university administrators were careful to follow the recommendations of the faculty in these matters. Faculty governance meant something to them. Now, every discussion of these basic matters of shared governance come with a reminder that anything the faculty might aver on these issues is merely advisory, to the point that it seems administrators take nothing from the faculty into account when deciding matters that directly affect the faculty.

This separation of administration from faculty has been exacerbated by the growing salary discrepancies between these two classes of workers, along with the swelling of the administrative ranks. There was a day, not long ago, when the administrators came--and were recruited--from the faculty. And they would go back to the classroom and to their studies after serving their administrative term, as in the spirit of the mythic emperor of republican Rome, Cincinnatus. Over the past 25 years, I am at a loss to identify a single administrator who came back to the regular ranks of the faculty after tasting the privileges, power, and financial gain of the administrative class.

For these reasons, it is no small wonder that we are seeing in Maryland a desire--a movement --to reassert the original principles of shared governance among all the members of the university community. Within this context, we have witnessed the development and growth of a graduate student union committed to having a say in matters pertaining to their rank and file at the university. In the same way, a faculty union has come into existence, in the wake of deteriorating conditions for both tenure-track and adjunct ranks among the faculty.

There's a solid rule, perhaps even a sort of natural law, that university administrative as well as corporate bosses ignore in their fights against the unionization of the employees they see as "under" them: in this day and age, unions are generally a desperate, last-ditch effort of employees to actually save their places of business against the efforts of the managerial class, which is out of touch with what happens in the trenches of the industry.

It's one thing for Starbucks to ignore and fight unionization, which they do at their own financial and corporate peril. For a university to do so, let alone a public university that represents the finest principles and aspirations of an enlightened and diverse state such Maryland, the stakes are much higher. The effort to form unions is an effort to re?niven the University of Maryland: to give it new life, to assert the university's place within the community and within the nation, which is undergoing upheaval and crisis. The effort to unionize is an effort to reclaim the power of democratic community, where community is the sum of all its members: citizens, legislators, faculty, and students.

Frankly, the group with the lower stake in the community--who might not even properly be called part of the university community--are the administrators, whose role is akin to corporate managers. The effort to unionize is an effort to realign the principles of education with those directly involved in the fundamental activities of the university: scholarship, research, teaching, and learning.

It has always seemed to me odd when a university administration opposes the unionization of graduate students and faculty. What are they opposed to? The democratic, shared governance of the institution? What is so threatening about proposition? Today, the student newspaper at UMD reported that the university system is activity opposing the legislation that would grant the graduate student union collective bargaining rights, the right, that is, to speak in one voice about their conditions at the university. Why would the system be against such a proposal? What do they find so challenging?

The opposition of the university administration to the unionization efforts seems rooted in their identification with the managerial systems of corporations. In this, the administration of the state system has projected for itself a model of the university based on antagonism between managers and perceived workers. But the unionization of students and faculty is meant to do something else, something far more progressive and forward-looking. That is, to imagine the university as a model of cooperation and democratic shared governance, to truly embody the ideals of the name "uni-versity": to take the many diverse voices that make up this institution--and this state--and bring them together to speak as one.

For the sake of the health of the university, and for the sake of the future of the State of Maryland, I would urge any citizen of Maryland, let alone any of its elected officials, to reverse current trends in the university system and push for the democratization of the university community by recognizing the beneficial power of unions in giving equal voice to all parts of that community.

Sincerely,

Eric Zakim
SLLC
ARHU
ezakim@gmail.com

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

Progressive Maryland. Sb6. FAV .pdf

Uploaded by: Erica Puentes

Position: FAV



Bill Title: SB6 State Personnel - Collective Bargaining - Nontenure Track Faculty

Position: **SUPPORT (FAV)**

To: Senate Finance Committee

From: Erica Puentes, Legislative Coordinator on behalf of Progressive Maryland

Date: February 3, 2026

Dear Chair Beidle, Vicechair Hayes, and members of the Senate Finance Committee,

My name is Erica Puentes, and I am a University of Maryland alumna and the Legislative Coordinator for Progressive Maryland. Progressive Maryland is a statewide member led advocacy organization promoting racial, social, economic, and environmental justice. Progressive Maryland has over 120,000 individual members, supporters, and organizational affiliates statewide and work alongside hundreds of community, religious, labor and other grassroots allies to educate the public and build popular support for progressive victories. Our dedication to fairness and equity leads **Progressive Maryland to strongly support SB6 State Personnel - Collective Bargaining - Nontenure Track Faculty.**

Maryland's public universities provide opportunities to Maryland's vulnerable and disenfranchised populations, including Black, brown and immigrant communities and first-generation students. They provide civic education and open job opportunities for our young people. In an age of rampant disinformation, they make young Marylanders into critical thinking. They promote the arts and provide healthcare. They do research that literally saves and improves living conditions for all. Our universities are motors of the Maryland economy. And Maryland's dedicated professors work long hours to be provide outstanding education and Researchers.

Yet professors face deteriorating working conditions and precarity. Many of our non-tenure-track professors have worked decades without health insurance or contributions to retirement. At the end of each semester, they wonder if they will have employment the following year. They prepare for classes only to have them cancelled at the last minute. They write million-dollar grants but wonder if the federal government will continue funding the research they have been conducting. These worries—and more—make them vulnerable. They also make them reticent to research or teach controversial issues or topics that are out of favor. This is bad for Maryland and its students, but the consequences go far beyond. Moreover, vulnerable and fearful faculty members are reluctant to speak up about workplace issues that affect the quality of instruction and research.

Our faculty deserve a democratic workplace so they can fight to protect democratic governance in our communities, our state and our country. Collective bargaining will allow faculty to have a collective voice and to work with our university administrators for the good of our students and our communities. It will allow them to speak out against discrimination in the workplace when

they see it and advocate for greater transparency. **For these reasons, Progressive Maryland fully supports SB 6 and urge you to issue a favorable vote.**

fatemeh.keshavarz.pdf

Uploaded by: Fatemeh Keshavarz

Position: FAV

**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 Dr. Fatemeh Keshavarz. I am the Roshan Chair in Persian Studies at the University of Maryland, College Park. I live in North Bethesda, Maryland. 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. As a faculty member, 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. They are often paid far lower salaries than tenure-track professors like myself. Their contracts are always uncertain from semester to semester and year to year.

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.

I urge the committee to issue a favorable report on this bill.

Sincerely,

Fatemeh Keshavarz
Persian, School of Languages, Literatures, & Cultures
University of Maryland
fkk@umd.edu

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

gerard.holmes.pdf

Uploaded by: Gerard Holmes

Position: FAV

**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 Gerard Holmes. I have been a non-tenure-track Lecturer in the English Department at the University of Maryland, College Park since 2020, and I have taught for the University since 2016. I call on this committee to issue a favorable report on this Bill. The state already grants the right of collective bargaining towards nearly every other state employee, as well as the faculty at our community colleges and the non-academic workforce at our four-year institutions. There is no good reason that this right should not be extended, equally, to all higher-education workers in Maryland.

Non-tenure-track faculty lack fundamental job security. For example, I currently work on an biannual contract. We are paid markedly less, and enjoy fewer benefits, than tenured and tenure-track faculty, despite earning equivalent degrees and credentials. I teach a wide-ranging suite of courses in introductory writing and rhetoric, professional writing, and literature. As a Lecturer, I teach four to five classes per semester, each of which typically enrolls between nineteen and thirty students. These classes are often assigned late in the preceding semester, offering relatively little time to prepare.

Though I am not a tenure-track Professor, students consider Lecturers like me to be Professors, and with good reason. I teach undergraduate classes ranging from introductory to upper-level, just as my tenure-track colleagues do, and assign equivalent readings, assignments, and tests to students. Outside of the classroom, in addition to office hours, I actively support students, counseling on their career goals, directing them to campus resources when they are in need or in crisis, and writing numerous letters of recommendation, each semester, for graduate-school admissions, jobs, and internships. I worry, sometimes, when telling students to stay in touch if they need this kind of support, because at any time I might not be offered a contract renewal. This is just one way in which students are negatively affected by the current unequal working conditions dividing tenure-eligible and non-tenure-eligible faculty. Allowing collective bargaining for faculty ineligible for tenure would allow some measure of authority to negotiate equitable working conditions. Extending the right to all faculty would let us speak with one voice in negotiating fair working conditions for all. It would also enable mutual support between faculty and administrative staff in the university system.

Members of the Committee, Maryland has for decades viewed collective bargaining between state employees and management as the best way to promote democracy in our workplaces and public institutions. The right to collective bargaining has long been recognized as not only a fundamental human right, but also as the best method of ensuring that employee voices play a vital role in constructing conditions that govern our workplaces. It is a right granted to many other public higher education institutions in the nation, and indeed to many private, prestigious institutions in our own state. The reasons to exempt four-year public higher-education institutions from this path make no sense. I again therefore call for a favorable report to this Bill.

Sincerely,

Gerard Holmes
English
Arts and Humanities
gholmes501c3@gmail.com

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

harjant.gill.pdf

Uploaded by: Harjant Gill

Position: FAV

**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 Harjant Singh Gill and I am a professor in the department of Sociology/Anthropology/Criminal Justice at Towson University, where I have worked for 14 years. I am a scholar whose research focuses on gender, caste, race, and other inequities around the world. I call on this committee to issue a favorable report to this Bill. The state already grants the right of collective bargaining towards nearly every other state employee, as well as the faculty at our community colleges and the non-academic workforce at our four-year institutions. It is clear that this right should be extended to all higher ed workers in Maryland including nontenure track faculty at Towson University. In addition to maintaining an active research agenda - that includes publishing articles in leading peer review journals, applying for competitive grants to support my research, and presenting at international academic conferences and educational settings - I teach nearly 120 undergraduate students every semester, and advise another 40 - 50 students. In addition, I also serve on several university committees and as the head of the anthropology concentration within my department, a position in which my responsibilities including curriculum development, course scheduling, overseeing peer evaluations, and clearing students for graduation. Outside of Towson, I am currently serving on evaluation committees including for Fulbright, American Institute of Indian Studies, Margaret Mead Film Festival, and as the president of Society for Visual Anthropology. I pride myself of being an involved and passionate teacher and endeavoring to transform my students from passive listeners to critically engaged thinkers and social actors. I receive excellent evaluations and take student feedback very seriously. Over the past 14 years that I have been teaching at Towson University, I have noticed that the university has shifted away from the spirit of "shared governance" and adopted a more top-down hierarchical model. With each new change, new administration, or new initiatives that are introduced, faculty are asked to forgo their agency and comply with the decisions administration is making for us; decisions regarding hiring, teaching/advising load, teaching evaluations, curriculum development, and even timesheets and travel reimbursements. While not all the new initiatives and changes are bad, many are implemented without soliciting faculty feedback - violating the spirit of shared governance. Some of new initiative and guidelines - such as on course evaluations, student retention, and faculty hiring feels quite draconian. They violate the spirit of inclusivity and shared governance that had made Towson University an attractive home for me, as junior scholar 14 years ago. My colleagues and I are often overwhelmed by teaching and research, feel overworked and underpaid (Towson is among the lowest paying universities in the region), and now increasingly we feel under-appreciated as well. I can see that these changes are already having an impact on the university community as the quality of education suffers, and initiative to promote diverse inclusive environments on campus are sidelined for profit and expediency. Collective bargaining is one of the main ways that faculty can advocate for simple measures that would standardize pay, ensure adequate benefits, protect against employment discrimination, and improve the ability of workers to focus on our jobs. There are many other reasons that workers need this fundamental right of association to be recognized by the state, but I hope that my brief comments give a sense of the urgency of establishing collective bargaining in order to improve the university and promote well-being among workers across the state. Members of the Committee, Maryland has for decades viewed collective bargaining between state employees and management as the best way to promote democracy in our

workplaces and public institutions. The right to collective bargaining has long been recognized as not only a fundamental human right, but also as the best method of ensuring that employee voices play a vital role in constructing conditions that govern our workplaces. It is a right granted to many other public higher ed institutions in the nation, and indeed to many private, prestigious institutions in our own state. The reasons to exempt four-year public higher ed institutions from this path make no sense. I again therefore call for a favorable report to this Bill.

Sincerely,

Harjant Gill
harjant@gmail.com

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

heather.hax.pdf

Uploaded by: Heather Hax

Position: FAV

**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.

I am writing in support of this bill for collective bargaining rights for contingent faculty. I have been teaching at my institution for over 20 years, first as an adjunct then as a lecturer. I remain on a 9-month contract, not knowing from one year to the next whether I will have a job. While I have healthcare, I am not offered retirement benefits, despite my many years at the institution. Further, contingent faculty are offered very few opportunities for professional development and with heavy teaching and advising loads with little pay, very little opportunity for research, publishing and professional development. We do not have meaningful input into shared governance and are at the mercy of our administration with few institutional protections. At a time when higher education is under attack from the Trump administration - especially in fields like mine - having the right to unionize couldn't be more urgent. Please support faculty in making this happen.

Sincerely,

Heather Hax
Sociology, Anthropology, Criminal Justice
College of Liberal Arts
heatherhax@gmail.com

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

hester.baer.pdf

Uploaded by: Hester Baer

Position: FAV

**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.

As a University of Maryland faculty member since 2013 and a resident of the state of Maryland, I support collective bargaining rights for all faculty in Maryland's public, four-year institutions. In an increasingly vulnerable and precarious landscape for higher education, collective bargaining rights will ensure that all faculty have a voice in negotiating fair pay, workloads, and job security. Collective bargaining rights will also facilitate faculty participation in decision making about budgetary and curricular priorities, decisions that strongly impact our work and our students' ability to learn. The right to collectively bargain will help us to preserve the integrity of the university's mission, including educating students, carrying out research, and advancing knowledge, in an era when this mission has increasingly come under threat. Faculty are among the only public employees in the state of Maryland who do not hold the right to collectively bargain, a situation that must change.

Sincerely,

Hester Baer
School of Languages, Literatures, and Cultures
Arts and Humanities
hesterbaer@yahoo.com

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

irene.paschetto.pdf

Uploaded by: Irene Paschetto

Position: FAV

**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 Irene Pasquetto. I am a tenure-track professor in the College of Information at the University of Maryland, College Park, and a member of United Academics of Maryland-University of Maryland (UAM), affiliated with the AAUP and AFT. I am asking you to support collective bargaining rights for faculty at Maryland's public four-year institutions. Since joining UMD in 2024, I have been struck by the fact that faculty are among the very few Maryland public employees who lack this fundamental workplace right. Also, I worked in a number of other US universities before UMD, and faculty did have bargaining rights in each one of them.

UMD non-tenure-track faculty are particularly vulnerable. In my department and across campus, lecturers, adjuncts, PTK instructors, and research faculty teach core courses, staff large classes and labs, mentor students, and sustain research programs. Many carry workloads comparable to tenure-track faculty, yet work on short-term or part-time contracts with little job security. They are often excluded from shared governance and face arbitrary workload assignments, last-minute changes to teaching responsibilities, delayed appointment letters, unclear evaluation procedures, and inconsistent communication from administrators. These conditions undermine both faculty stability and student learning, even as these colleagues continue to demonstrate extraordinary dedication to their students and the university.

Tenure-track faculty also need collective bargaining. Tenure-track status does not eliminate vulnerability, particularly in the current political climate, where academic freedom and scholarly independence are increasingly under pressure. Faculty face opaque evaluation standards, shifting expectations, and limited protections against unilateral administrative decisions affecting workload, compensation, and access to research resources. Shared governance, while important, is advisory and insufficient: faculty recommendations are frequently overridden, and core employment conditions--such as pay, workload norms, and due process--remain outside its scope. Final authority rests with senior administrators, often without meaningful faculty input on the resources required to teach and conduct research effectively.

Faculty are essential to the University of Maryland's public mission. We educate and support students, engage with communities, conduct research that benefits the state, and train Maryland's future workforce. Non-tenure-track faculty are critical to the university's daily operations, while tenure-track faculty sustain long-term research and public partnerships. Because faculty labor underwrites the university's success, fair and stable working conditions are a matter of public interest. Granting collective bargaining rights--already afforded to most Maryland public employees and many peer institutions--will ensure faculty have a meaningful voice, strengthen accountability, and support the long-term vitality of Maryland's public universities.

Sincerely,

Irene Pasquetto
College of Information

irenepasquetto87@gmail.com

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

jade.olson.pdf

Uploaded by: Jade Olson

Position: FAV

**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 Jade Olson and I am an Associate Clinical Professor at the University of Maryland - College Park, where I have worked for 15 years. I am also a proud Marylander residing in Berwyn Heights. I call on this committee to issue a favorable report to this Bill. The state already grants the right to bargain collectively to nearly every other state employee, as well as the faculty at our community colleges and the non-academic workforce at our four-year institutions. It is clear that this right should be extended to the rest of higher education workers in Maryland.

Most full-time, non-tenure-track (professional track or "PTK") faculty like me teach 8-10 courses per year and perform an extensive amount of service to the university. The approximately 3,400 PTK faculty at the University of Maryland - College Park teach about 70% of the credit hours on our campus. Our teaching workloads are often twice or more what a typical tenured or tenure-track faculty member is assigned. It has taken several years for me to get to a point where this is my sole institutional appointment. For many years, I was unable to count on adequate course assignments at the University of Maryland and relied on teaching on an ad hoc basis at other schools to make ends meet. This is not an unusual situation; many of my colleagues currently teach at 2-3 different institutions.

PTK faculty like me face a wide variety of working conditions, many of which are inequitable. Some departments properly enforce university policies on appointment and evaluation, but others do not. Contingent faculty often learn about our teaching assignments just days or weeks in advance, making it difficult to plan financially and to prepare a robust curriculum. In many cases, PTK faculty do not have access to office spaces where we can do our work and meet with students; little or no support is available to purchase books, present our research at conferences, or to engage in professional development opportunities. Most faculty in my role either have a semester- or year-long contracts. Collective bargaining would reduce this precarity, making us more effective educators.

Collective bargaining will also give faculty a meaningful voice in decisions about our workplace. PTK faculty are routinely excluded from department-, college-, and university-level meetings where policies are deliberated and enacted, even when these policies directly impact our salary, workload, and duties. Shared governance at the university is limited to certain topics, and is ultimately advisory. At the end of the day, upper-level administrators have very little accountability to those of us who make the university run. Collective bargaining would give each of us a seat at the table.

Enacting this Bill would create greater stability, equity, and transparency for Maryland's higher education workers like me. Our state has long viewed collective bargaining as the best way to ensure shared governance. It is a right already granted to workers at many institutions of higher education in our state, both public and private. For these reasons, I call for a favorable report to the Bill.

Sincerely,

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

james.ward.morrow.pdf

Uploaded by: James "Ward" Morrow

Position: FAV

**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 James "Ward" Morrow, and sadly I have to yet again call on this committee to immediately issue a favorable report to this Bill, and in fact amend it to include all higher education faculty. The state already grants the right of collective bargaining towards nearly every other state employee, including managers, as well as the faculty at our community colleges and the non-academic workforce at our four-year institutions. Why are any faculty excluded.

This right should be extended to all higher ed workers in Maryland and should have been done so years ago when it was extended to state employees. Although I am a practicing labor and employment attorney, with 26 years in public sector labor law, I do not enjoy the rights that I teach my students about in almost all other public sector worksites and K-12 teaching positions. Even in my day job of 22 years as Assistant General Counsel for the American Federation of Government Employees, the lawyers, and most all non-management staff, all enjoy the benefits of collective bargaining and a union contract.

This is not my great grandfather's labor movement. The steel mills of old have essentially closed, but the Maryland Public Defenders Office lawyers, and many other professional employees, now happily carry a union card. While I am fortunate to have a day job with many benefits, many adjuncts do not. They are forced, due to exceedingly low wages, to teach as many classes at as many institutions as they can. For the most part, we have doctorates or other professional degrees, but have no or limited tenure, unaffordable health insurance, and no retirement as there is generally nothing left to put into a 401k. This is not sustainable, and we cannot keep balancing the state budget on the backs of frontline higher education professionals. Worse for all contract faculty, we have essentially no real worksite rights, we do not have even the fig leaf of tenure, and we do not have any protections to whistle blow regarding waste, fraud, mismanagement, or abuse.

Unions advocate for better wages and working conditions, this translates into attracting the best teaching applicants, and ultimately to the most highly sought after professors and instructors. The reputation of higher education institutions leads jurisdictions to being competitive in economic develop, in turn making businesses in Maryland more profitable. It's not a coincidence that states with the lowest unionization rates have lower levels of literacy.

For those of us still concerned about diversity, equity, and inclusion, I am reminded of my friend the late Congressman Eligh Cummings who was a keynote speaker at an American Federation of Teachers-Maryland conference years ago. He asked us to look around the room. We lived in different neighborhoods, attended different places of worship, represented many different ethnic groups and backgrounds. He noted that almost nowhere else in many folks lives will they experience such diversity and inclusion on a daily basis than in a union, where all such folks come together with common interest to improve the wages and working conditions of its members. And in the educational field, we want to continue to attract our better angels, allow them to live in dignity, and focus on the critical mission of instructing our next generation.

They should not be focused on barely having enough money to pay healthcare premiums or having any money left over for a retirement. Without a union, who is left to stand up for instructors when the book banning crowd arrives, who will represent them if they are improperly accused, will they have any rights at the worksite? As we in Maryland know well, the strongest guardrails still left for federal employees are union rights. That is why they are under attack by the Trump Administration and Project 2025. Why the wait to extend them to all Maryland higher education faculty.

Additionally, in addition to teaching Labor Law at the University of Maryland School of Law, I serve as the only adjunct member of the UMB Faculty Senate and a member of the statewide Council of University Faculty Senate. Faculty Senates have supported the right to have collective bargaining for higher education faculty. This is not simply a union bill, its a faculty supported bill and has been for over 20 years.

This may not seem like my great grandfather's labor movement, but he'd certainly recognize the similar concerns with wages and working conditions. Please do not play cross over timing type games with this important bill. It should have passed years ago, it should have passed last year, it needs to pass immediately.

There is nothing left to study, there is no need for lengthy debate as this is nothing more than other state employees and k-12 teachers already have. Si se puede!

I again therefore call for a favorable report to this Bill. Vote YES!

Sincerely,

James "Ward" Morrow
UMB
wardesq@aol.com

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

janelle.wong.pdf

Uploaded by: Janelle Wong

Position: FAV

**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 Janelle Wong and I am a Professor at the University of Maryland, where I have worked for more than a decade. 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. As a University faculty member since 2012, I am one of only very few Maryland public employees without these rights. I am also a resident and voter in Montgomery County.

I am particularly troubled by the working conditions of the Professional Track Faculty. These instructional faculty are expected to teach a full course load of 4-4, double the workload of tenure-track faculty. Additionally, there are hundreds of part-time instructors at the University of Maryland who often earn less than \$5,000 for a 16-week course and work at multiple campuses. Regrettably, university policies related to appointments and contracts are not properly enforced and are enforced inconsistently across departments, leading to potential violations. Collective-bargaining is an important tool for all of us to improve the working conditions of Professional Track Faculty.

I am a joint appointment in three different units - Government and Politics, American Studies and Asian American Studies. I serve as Director of Asian American Studies. Not only do I teach, attend department meetings in two departments and one program, serve on multiple graduate student committees, serve on multiple department and college-level committees, mentor undergraduate research, write letters of recommendation for students and colleagues, and supervising three faculty and two full-time staff, I am also committed to a full research agenda, developing and fielding surveys on the political attitudes and behaviors of multiple racial groups, conducted in an array of languages (Spanish, Chinese, Korean, Vietnamese). This is all to say I am fully-invested in the mission of the University of Maryland.

Serving our state and students at the University of Maryland, College Park has been the highlight of my career after teaching at Seattle University, the University of Southern California, and Yale University. And yet I am convinced that the University of Maryland can even be stronger with the right to collective bargaining.

Research has shown that collective bargaining can enhance the relationship between the administration and graduate students or faculty members by creating clearer and more transparent lines of communication. It also promotes equity and supports democratic decision-making.

Our public education institutions, including the University of Maryland, serve as critical examples of democratic governance. The right to collective bargaining has long been recognized not only as a fundamental human right, but it has also been seen as the best way to ensure that employee voices play a role in shaping workplace conditions. This right has been granted to many other public higher education institutions in the country, as well as many private, prestigious institutions in our state. There is no valid reason to exempt four-year public institutions from this path.

Sincerely,

Janelle Wong
GVPT
BSOS
jw3936@gmail.com

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

jared.ball.pdf

Uploaded by: Jared Ball

Position: FAV

**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.

Greetings to those gathered. My name is Jared Ball and I am currently a tenured full professor at Morgan State University and I want to quickly summarize my emphatic support for this bill, the human right of collective bargaining and unionization.

In my more than 20 years of university teaching in Maryland with 20 at Morgan State alone, I have suffered personally or witnessed first-hand my own work plagiarized and submitted for funding, an erasure of any observable criteria for advancement or compensation, Deans with Bachelor degrees running schools where in-field Ph.Ds. are removed for their having any desire for academic freedom, salaries of favored faculty bumped while the rest are told forever to wait for new studies to conclude women and senior faculty are under-paid, faculty openly referred to as "terrorists" for having been born outside the U.S., direct threats of abuse of power by administration, and an endless list of passive aggressive hostilities. Yet, despite all the complaints, meetings, statements, and efforts to address these and so many other concerns, faculty are forced into silence, encouraged to seek employment elsewhere, or are targeted and told directly that, "if I cannot fire you I will make you want to quit" as was said to me and several others by Dwayne Wickham, a now retired Dean of the School of Communications.

Teaching, learning, and research all are best served by faculty who are themselves supported, confident in their place, properly compensated, and who have the ability to collectively bargain to assure optimum experience for all involved. The quality of research diminishes when faculty are over-worked and under-paid and have no voice to raise and no ability to make themselves heard. The quality of student experience is only enhanced when engaged by faculty who are not exhausted by their third or fourth class of the day, having to come from meetings where they are only threatened into doing more for fear of losing their job, or who have the ability to conduct research and teach in stress-free environments. No labor force should be without an ability to collectively bargain and no one interested in the best results of that labor should stand in the way of this fundamental point.

I am, therefore, in favor of this bill and the support for this long-held human right to collectively bargain.

Sincerely,

Jared Ball
History
CLA
imixwhatilike@gmail.com

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

jason.kass.pdf

Uploaded by: Jason Kass

Position: FAV

**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 Jason Kass. I am a part-time non-tenure-track faculty member in the Department of Art at the University of Maryland, College Park, where I have taught for several years. I am submitting this testimony in coordination 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), in support of collective bargaining rights for faculty at Maryland's public four-year institutions. Despite my long-term service to the university and my full participation in its teaching mission, I remain one of the very few categories of Maryland public employees without the right to collectively bargain. I am also a Maryland resident, with both personal and professional interests in the success and integrity of the university.

While all faculty deserve collective bargaining rights, non-tenure-track faculty (PTK) are among the most vulnerable. Like many of my PTK colleagues, I carry a teaching load, mentor and advise students, develop new curricula, and contribute to departmental and institutional initiatives that extend well beyond the classroom. My work requires extensive preparation, assessment, student support, and coordination, yet I am compensated almost exclusively for time spent in class. PTK are often expected to perform additional labor such as participating in meetings, revising courses, responding to institutional mandates (I.e. digital accessibility), and supporting departmental needs without any additional pay or formal recognition. Despite doing work that is often indistinguishable from that of my tenure-track colleagues, I am paid significantly less and face persistent uncertainty about contract renewal, workload assignments, and long-term employment. These conditions leave PTK particularly vulnerable to exploitation and retaliation, reinforcing a two-tier system in which PTK faculty function as second-class citizens within the university.

The lack of ethics and the pervasive injustice of this situation is made worse by the fact that the University of Maryland relies heavily on PTK faculty to fulfill its core teaching mission. PTK faculty teach a significant proportion of undergraduate courses, provide continuity in key programs, and often serve as the primary point of contact for students. We bring deep commitment, pedagogical expertise, and institutional knowledge to our work, even as we absorb the risks of unstable employment, lower pay, and limited professional standing. In effect, non-tenure-track faculty subsidize the university's budget by doing essential labor at reduced cost, allowing the institution to function while shifting financial and professional risk onto its most vulnerable employees.

I care deeply about my students, my colleagues, and the mission of the University of Maryland. I want this institution to thrive and to continue serving the people of Maryland with integrity and excellence. That goal is incompatible with a labor system that depends on insecurity, inequity, and silence. It is through the right to collectively bargain, which is a right afforded to almost all other Maryland public employees and to faculty at many USM peer institutions, PTK, and ultimately all faculty, will gain the voice, dignity, and protections they deserve. I urge the committee to issue a favorable report for this bill.

Sincerely,

Jason Kass
Art
ARHU
jasonkass@hotmail.com

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

jay.wilcox.worx.pdf

Uploaded by: Jay Wilcox Worx

Position: FAV

**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.

This presidential administration has put the very premise of higher education and research under attack. I love this job. I'm blessed to share this space with others who love their jobs, and the best way for us to protect this crucial work is by joining together. We need collective bargaining.

Sincerely,

Jay Wilcox Worx
Professional Writing Program
University of Maryland, College Park
jworx1@umd.edu

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

jayne.bernasconi.pdf

Uploaded by: Jayne Bernasconi

Position: FAV

**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.

I am writing to express my strong support for this bill, Collective Bargaining for Nontenure Track Faculty. This bill would grant meaningful collective bargaining rights to nontenure-track faculty at Maryland's public higher education institutions, such as Towson University, where I've been an adjunct professor for 26 years in the Department of Dance.

Nontenure-track faculty perform essential academic work that enrich our campuses and elevates student success.

During these 26 years I have not had any job stability, employed on a semester-by-semester contracts. I have consistently asked for full time work. It was offered once but was it was rescinded before that semester even started.

Today, I am paid about \$5,200 a class. This includes preparation, teaching, grading, counseling, and mentoring. There is much work I do that extends beyond our studio classrooms. and I would like to be ensured we have more support around all the work we do in addition to teaching. A unified voice in negotiating fair wages, working conditions, and professional standards will benefit adjuncts, students and the university. An adjuncts working conditions are our students' learning conditions. I call on the committee to issue a favorable report on this bill.

Sincerely,

Jayne Bernasconi
yogaonyork@gmail.com

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

jennifer.keohane.pdf

Uploaded by: Jennifer Keohane

Position: FAV

**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 Jennifer Keohane, and I am an associate professor at the University of Baltimore, where I have worked for seven years. I call on this committee to issue a favorable report to this bill. The state already grants this right 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 all faculty in Maryland's institutions of higher ed.

In my role at the University of Baltimore, I teach three classes every semester, and I'm directly responsible for 60-80 students. In addition to teaching my own classes, I direct our program in Oral Communication and the undergraduate program in Digital Communication. In addition to working on learning outcomes and assessment, I staff the oral communication classes by hiring adjuncts and non-tenure track faculty to teach at our campus in Baltimore, in our Second Chance Program in Jessup Correctional Institute, and in our Dual Enrollment courses. Finding new adjuncts is a task made exceptionally difficult by the low rate of pay for part-time faculty, while they are an incredibly valuable part of our workforce and community.

I strongly support the passage of this Bill for three reasons.

1. Collective bargaining can improve the working conditions of our lecturers and part-time faculty. As it is, I struggle to hire part-time faculty to staff our oral communication courses because of the low pay and lack of institutional support. Not only that, I want our valuable part-time faculty to feel comfortable speaking their minds, teaching controversial subjects, and pursuing excellence in their roles. Since they teach so many credit hours, it is important to emphasize that their working conditions are our students' learning conditions. If they had a collective bargaining agreement that facilitated improved working conditions, our departments and university classrooms would reap the benefits. Shared governance does not substitute for collective bargaining, as it is merely advisory.

2. Collective bargaining is a key part of the democratic process in the workplace. Moreover, the fact that other state employees can collectively bargain, while higher ed faculty have been excluded is undemocratic on face. All faculty currently lack voice, regardless of whether they are tenured or not.

3. Collective bargaining streamlines and strengthens relations between administrators and faculty and graduate students. It ensures an efficient process for pursuing accountability when needed. When I was a graduate student in Wisconsin, a state that then allowed collective bargaining, union officials for our graduate student union (including me) met monthly with administrators to enforce our collective bargaining agreement, meetings that were quick, friendly, and had very real impacts on the quality of life of graduate students.

We were able to work with our administrators to track down lost paychecks, ensure healthy and safe environments for graduate student employees, and pursue pay equity among departments.

To conclude, I strongly urge a favorable report to this Bill. This state and many others have for decades viewed collective bargaining between state employees and management as an integral way to foster democracy in the workplace and at institutions of higher learning. Collective bargaining is a fundamental human right that safeguards the employee voice in places of work. Many other public, higher education institutions across the country protect this right for their employees, as do many prestigious, private institutions in our state. I must emphasize that our working conditions are our students' learning conditions. Given that we want Maryland to be a vibrant, educated state ready to meet the demands of the future, I again call for a favorable report to this Bill.

Sincerely,

Jennifer Keohane
University of Baltimore
jenniferakehane@gmail.com

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

jesse.brooks.pdf

Uploaded by: Jesse Brooks

Position: FAV

**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 Jesse Brooks, and I am a lecturer (non-tenured professor) at the University of Maryland, where I have worked for nine years teaching fiction, and how to write about the environment. 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, I am one of only very few Maryland public employees without access to these.

For most if not all of my fellow non-tenured faculty members, we entered our graduate degrees with the belief that if we worked hard enough, we could succeed into financially stable tenured positions. It's safe to say that we have done this, we have worked as hard as we possibly could, and yet we remain overworked and underpaid. I have done so for ten years now. I have done my best to write and research and publish to qualify for a tenured position while teaching two to four times the number of courses tenured faculty teach. Tenured positions support academics in their research and writing by offering less courses, higher pay, and paid sabbaticals. When non-tenured faculty devote time to their own work, it fills us with anxiety and dread, because the more time we devote to our writing and research, less time is given to our excessive teaching load. Focusing on advancing our careers puts our very positions at risk when we are, in the present, prevented from teaching as well as our more privileged counter parts with such an unbalanced number of course. And so non-tenured faculty like me are trapped in a catch-22 devised by an apathetic administration looking to tamper costs. Time is so limited, for instance, that I have never even attempted to apply for promotion, since the administration makes the process intentionally complicated and work intensive for the applicant, rather than doing most of the clerical work themselves.

Our situation has become so hopelessly inescapable that, for myself and many colleagues (who I will not name in order to protect them) often do not read our teaching reviews. This is not because we have lost our passion necessarily; rather, we are simply all too aware of what our problem is: we do not have enough time. Teachers like me should not have to live every day with a personal defeat fashioned by someone else, while simultaneously being forced to take the blame as the recipients of the occasional negative student reviews, all while the administration operates with impunity. Reading my reviews is simply too painful when there is literally nothing I can do to help my students nor myself.

Yet, we nonetheless are able to assist two to three times the number of students than tenured faculty. Non-tenured professors write more recommendations to graduate programs, professional organizations, and various companies than tenured faculty. Meaning that we are directly responsible for the insertion of high level employee into essential positions. I have countless students who have graduated with a bachelors degree and then entered directly into the environmental sector, immediately making a positive difference in the world. But a high number of students has a downside, especially with increasing rates of depression and severe anxiety amongst young people, its important that we have the backing to adequately assist them. As someone living with bi-polar disorder I personally understand these struggles and counsel students frequently from my experience. Having even walked a student directly to the

mental health center because their state was so severe. But counseling to all of our students becomes logistically impossible during peak points of the semester when workloads are too much. Students fall by the wayside and this should not be the case.

Again, I am calling for a favorable report to this Bill. Members of the committee, collective bargaining is a fundamental human right that is granted to many other public higher ed institutions in the county, and indeed to many private, prestigious institutions in our own state. The reasons to exempt 4-year public institutions from this path does not make sense, and I ask that you please consider making this change. I can assure you that my situation is not dissimilar from many of my colleagues. I hear these stories from other co-workers every day. We did not choose these careers based on money, but to mentor and educate the public, and we cannot do our jobs adequately if much of our focus is on literally surviving. We end up failing our students and therefore ourselves for being unable to achieve our purpose in life, and we are currently powerless to end this vicious cycle.

Thank you for reading my statement.

Sincerely,

Jesse Brooks
English

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

jessica.shiller.pdf

Uploaded by: Jessica Shiller

Position: FAV

**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 Jessica Shiller, and I am professor of education at Towson University where I have been working since 2011. I am writing in support of this bill. You may be asking why a tenured professor would support such a measure. It is precisely because I am tenured that I understand the protections that tenure can give, and how precarious non-tenured faculty positions are. Faculty who do not have those protections or the backing of any collective bargaining agreements are at the whim of a few administrators. Sometimes administrators are supportive of faculty, and sometimes they are not. To leave the fate of faculty members in the hands of a few administrators is bad practice. In my previous institution, I was a part of a faculty union, and because of it, I felt secure in my position knowing that a union would help defend me in a conflict with administration and negotiate a contract that ensured a reasonable workload. At Towson, where there is no union, I have had colleagues who are overloaded with courses and advisees and have no choice but to comply with their supervisors. Additionally, I have had colleagues who had disagreements with their department chairs or deans and have faced uncomfortable conversations about their performance, non-renewal of their contracts, or even disciplinary action. Without union protection and it is their word against that of their supervisors. This power imbalance can only be corrected with union protection. I can say that with confidence because I know what it is like to be a member of a faculty union. Unlike neighboring state university systems in Pennsylvania, Delaware, and Washington, D.C., our USM faculty are barred from collective bargaining, which does not make sense and may drive faculty to those other areas. For all of these reasons, I respectfully ask that you support this bill. Thank you for your time and consideration.

Sincerely,

Jessica Shiller
jessica.shiller@gmail.com

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

joel.chan.pdf

Uploaded by: Joel Chan

Position: FAV

**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 Joel Chan. I am a tenured professor at University of Maryland, College Park. 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.

As an Associate Professor in the University of Maryland's College of Information with 8 years of service, I am one of only very few Maryland public employees without these rights. I am also a Maryland resident, and send my children to the Prince George's County Public School system.

I believe all faculty deserve collective bargaining rights, and non-tenure-track faculty in particular are among the most vulnerable who especially need the security and solidarity of full collective bargaining rights. Every day I am astonished at the stellar work of the lecturers, faculty specialists, and research faculty who are the bedrock of our College and University's teaching and research mission. For instance, our lecturers and adjuncts uphold high standards of teaching excellence (and often bring in their unique real-world expertise to the classroom) in ways that we as tenure-track faculty often cannot (due to our additional focus on research). Yet, their ability to do so is often threatened by headwinds of budgets, growing class sizes, instability of classroom and office space allocations, and staffing support, over which they have little control; even moreso, many of our colleagues struggle with the fear of contract precarity and inadequate pay, with little recourse for change. Collective bargaining rights empower them to fight for the resources and working conditions that make learning conditions for our students the best that they can be, to fulfill the mission of our University.

On a personal level, the events of the past year have intensified my appreciation for the importance of a strong faculty, bound together with appropriate collective bargaining rights. I've watched with alarm as the Trump administration has shredded our federal research funding infrastructure, levied intense, direct attacks at our higher education system, and created increasingly unsafe and unwelcoming conditions for immigrants like myself (legal, yes, but for many eyes, always a second-class citizen, just steps away from deportation). A key source of hope and strength has been joining the collective voice of the AAUP: it's delivered key lawsuit wins across the country, but also concrete wins on our campus, from restoration of wrongfully canceled IMLS research grants, to formal bridge funding mechanisms for our non-tenure track faculty. But much more remains to be done: many of my colleagues still have students stuck overseas due to capricious changes in visa processing and requirements; others are still scrambling to make research ends meet in the face of "anti-DEI" measures against key topics like health equity and online information security.

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, to fight for working conditions that preserve our research and teaching mission, even as the headwinds against higher education

and expertise grow stronger.

Sincerely,

Joel Chan
INFO
chozen86@gmail.com

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

john.a.van.schaick.pdf

Uploaded by: John A van Schaick

Position: FAV

**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.

Academic workers deserve the right to organize and collectively bargain just like all public sector employees. Collective bargaining is a fundamental human right. At a time when academic workers are suffering through the worst political attacks in generations, Maryland needs to stand by them and extend them full union rights.

Sincerely,

John A van Schaick
J.a.vanschaick@gmail.com

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

john.keniston.pdf

Uploaded by: John Keniston

Position: FAV

**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 John Keniston and I am a Senior Faculty Specialist in the Department of Geographical Sciences at the University of Maryland, College Park, where I have worked for 7 years. I call on this committee to issue a favorable report to this Bill. The state already grants this right towards 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.

As a Faculty Specialist in the Dept. of Geographical Sciences I work as a geospatial programmer and developer, primarily supporting the activities of the NASA Harvest consortium, a unique consortium hosted by the Dept. of Geographical Sciences, whose mission is to enable and advance adoption of satellite Earth observations by public and private organizations to benefit food security, agriculture, and human and environmental resiliency in the US and worldwide. NASA Harvest and many other special research projects in this department and across the university are supported by employees like me who are performing research, creating operational software, or performing other essential activities beyond traditional teaching.

In this role, I am part of a unique group of employees within my department and across the University. This group is made up of full-time non-teaching professional-track (PTK) faculty who perform a wide variety of duties which are essential to the functioning of each department. Yet, despite our important role, our opportunities for promotion and our standing in both department and University-wide governance is limited. It is my belief that this bill, and the ability for me and my peers to collectively bargain, would help address these concerns by providing clearer lines of communication between faculty and the administration while also strengthening the voice of PTK faculty in shared governance.

Most importantly, collective bargaining is an essential democratic right in a just society. Every worker in this state should have the right to collectively bargain and university employees should not be treated any differently. Therefore as a faculty member at the University of Maryland and a lifelong Marylander I again call for a favorable report to this Bill.

Sincerely,

John Keniston
GEOG
BSOS
jkeniston@gmail.com

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

john.macintosh.pdf

Uploaded by: John Macintosh

Position: FAV

**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.

I am Dr. John Macintosh. I work as a full-time non-tenure-track professor (or to use my unit's terminology, a professional track lecturer) of English at University of Maryland, College Park. My scholarly expertise is in contemporary American literature, particularly fiction that represents labor or finance. I am also one of two non-tenure-track members of the Executive Committee of United Academics of Maryland (UAM), an affiliate of the American Association of University Professors (AAUP) and the American Federation of Teachers (AFT). Our organization is trying to secure collective bargaining rights for faculty in Maryland's public four-year institutions. As someone who has been at UMCP since 2011 as a graduate student and since 2019, as a professional track faculty member, I am one of only very few Maryland public employees without these rights.

All faculty deserve collective bargaining rights, full stop. However, non-tenure-track faculty are particularly vulnerable. I teach a wide variety of courses, from general education classes all students across the university are required to take (e.g., Academic Writing, Business Writing) to specialized courses in my areas of expertise taken by upper division English majors. Since all of these classes are writing intensive, they are often smaller in size, but labor intensive, as I provide personalized feedback on all student writing. Because of the relationships formed in these smaller classes, I am also tasked with a good deal of informal advising that I am not compensated for. I write several letters of recommendation a year for students applying for jobs, internships, and graduate and professional schools. I do this despite being on one or two year contracts and being paid by the course. Students are rightly shocked when I tell them I may not be in this role the next year should they want to tell me their good news about an acceptance or job offer (or when they need another letter the following year). My department has improved in recent years in terms of the continuity of number and type of classes granted, but there are still no guarantees. Even if I sign a contract for a certain number of courses, if the anticipated number of students fluctuates, I may lose a class (and thus a quarter of my income) a week before a semester begins. I am a team-player in my department and have more than once taken on classes mid-semester when colleagues have to take unexpected leave. I am not asking for handouts or preferential treatment. I simply want the stability of employment and compensation that all workers deserve.

University administrators will no doubt point to shared governance as the solution to these issues. I wish we had it, but in the contemporary university it exists purely as an ideal. I strongly believe that collective bargaining is the only guarantee that faculty voices, especially non-tenure-track faculty voices, will carry any weight. The status quo is that high-level administrators make all the decisions, especially monetary decisions, and faculty has only an advisory role that can be--and most often is--ignored at will. Shared governance, even in its ideal form, is not a substitute for collective bargaining. All we are asking for is a voice.

Non-tenure-track faculty are central to the educational mission of the university. Along with graduate student workers, we provide the bulk of teaching on campus, especially in terms of "service courses," meaning courses that are meant to help students excel in other courses

throughout their academic careers. For instance, I often teach Academic Writing, a required course that prepares students of all majors to learn how to conduct effective scholarly research and to write in various academic genres. Similarly, I teach Business writing, which prepares students for the kinds of writing they will be asked to do in the workplace and on the job hunt. The skills learned in these classes help students to succeed in their subsequent coursework and, ultimately, in their careers. This is work that provides value not just to students, but the local community and the state of Maryland. I do this work despite short term contracts, lower pay per course than tenure-track faculty, and a full teaching workload, which in my unit is defined as four courses per semester for non-tenure-track faculty. I often teach five per semester for a small pay bump, as well as a course in the summer to supplement my income.

The right to collectively bargain--a right afforded to almost all other Maryland Public Employees and USM peer institutions--gives non-tenure-track faculty (and soon, all faculty), the voice that we deserve in our workplace. I ask you to allow us to use this voice.

Sincerely,

John Macintosh
ENGL
ARHU
maci0064@gmail.com

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

jonathan.allen.pdf

Uploaded by: Jonathan Allen

Position: FAV

**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 Dr. Jonathan Parkes Allen and I am a part-time non-tenure-track researcher attached to the Roshan Institute for Persian Studies 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. My work is in support of Islamicate digital humanities technologies and methods, working with colleagues at UMD and around the world to develop cutting-edge tools and techniques optimized for Arabic script texts; I also do pedagogy and outreach that reaches audiences all around the world, boosting the proverbial signal of our university in the process of providing tools and resources for wider communities of users and creating digital infrastructure that will have an impact far beyond the bounds of the institution. Like so many others doing this sort of work within the university system I do not have the security of a tenure track position, and know that my job security could easily be jeopardized by any number of contingencies with precious little recourse on the part of myself or my colleagues in a similar condition. Yet even while such positions as mine- of which there are many in the university, supporting all kinds of academic work in pursuit of the university's mission- are currently highly precarious, the labor of non-tenure track faculty of every sort is absolutely crucial to the work of the university and its continued viability and reach. In order for the workers who carry out these essential tasks to long-term maintain their positions and maximize their labor's effects, real substantive voice in governance and the nature of our working conditions is necessary. It is through the right to collectively bargain--a right afforded almost all other Maryland public employees and UMD peer institutions--that non-tenure-track faculty, and, hopefully soon, all faculty, will have the voice they deserve and in so doing will be able to maintain the vitality of the university as a whole for many years to come.

Sincerely,

Jonathan Allen

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

jonathan.auerbach.pdf

Uploaded by: Jonathan Auerbach

Position: FAV

**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.

As an emeritus professor of English at UMCP, I support collective bargaining for all university faculty employees.

Sincerely,

Jonathan Auerbach
auerbachjd@gmail.com

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

joshua.davis.pdf

Uploaded by: Joshua Davis

Position: FAV

**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.

To the members of the Senate Finance Committee and the House Government, Labor and Elections Committee. My name is Joshua Davis and I'm an associate professor of history at the University of Baltimore, a state university for working adults and first-generation students of all ages that has been recognized by the U.S. Department of Education as a predominantly Black institution. I've taught at UBalt for eleven years.

I'm also a member of our university's chapter of the American Association of University Professors. AAUP chapters at UBalt, Towson, College Park, Bowie, Salisbury, Frederick Community College, Howard Community College, and Montgomery County College have all voted to strongly endorse legislation enabling collective bargaining rights for state university faculty and graduate assistants.

I'm testifying to respectfully ask that your respective committee issue a favorable report to this bill because university faculty, like all other state workers, deserve the right of collective bargaining.

To anyone having doubts about supporting this bill, I'd ask: K-12 teachers can do collective bargaining in this state, and so can non-teaching staff at state universities as well as community college faculty. So why are USM faculty denied the right of collective bargaining? How can anyone who claims to support workers and to support education in Maryland not trust our university faculty to responsibly exercise the right of collective bargaining?

For those opposing this bill, I would ask, why aren't you willing to provide University System of Maryland faculty the dignity and respect that we deserve as state workers?

Collective bargaining rights for our state faculty would allow our state schools to retain more faculty who otherwise leave our state for other states where faculty have those rights. It would allow us to attract prospective faculty who pass on jobs in Maryland in favor of states with collective bargaining rights for faculty. In short, because collective bargaining rights for faculty would allow us to retain and attract faculty, it would be a net boon for our undergraduates.

At the University of Baltimore, I'm proud to report that many of our undergraduates go on to pursue fulfilling careers in K-12 public education. We've had at least six alums of our History program become teachers in Baltimore City and Baltimore County public schools directly after graduation in the last six years.

One major reason I'm happy to encourage our students to pursue K-12 teaching is because our public school educators in Maryland belong to unions with collective bargaining rights. It's this feature of public school employment that makes teaching in Maryland much more appealing to college graduates than teaching in states like West Virginia, where teachers are prohibited from collective bargaining.

Unlike neighboring state university systems in Pennsylvania, Delaware, and Washington, D.C.,

our USM faculty are barred from collective bargaining. This strikes me as not only unfair, but also short sighted. Our state is losing out on talented university faculty to neighboring states where the university systems allow collective bargaining. College educators want the protections of union membership, as a wave of recent unionization drives on college campuses such as Johns Hopkins University and Northwestern University illustrate.

I suspect that most of you support the right of our K-12 teachers to do collective bargaining, and that you also supported the Kirwin bill because you wanted to strengthen our state's public education system. If passed, House Bill 0106 and Senate Bill 0006 would have a similarly positive effect on public education in Maryland by improving our universities' ability to attract faculty who can boost our state's university system, in turn helping to keep it one of the best in the country.

This legislation is good for state workers and good for our state's college students.

In conclusion, I respectfully ask that your committee issue a favorable report on this bill.

Thank you for your time and consideration.

Sincerely,

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

juliana.parblagoev.pdf

Uploaded by: Juliana Paré-Blagoev

Position: FAV

**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 Elizabeth Juliana Par? -Blagoev, I am a full-time non-tenure-track professor of Education at The Johns Hopkins University and past president of the Hopkins Advocacy chapter of the American Association of University Professors (AAUP). I support legislation securing collective bargaining rights for faculty in Maryland's public four-year institutions. I live and work in Maryland and vote according to the belief that our laws must be supportive of labor rights.

I know that this legislation is not related to private university faculty. However, as a citizen of Maryland, I vote according to the believe that our laws must be supportive of labor rights. The higher education landscape is in turmoil right now. There is an incredibly mobile workforce of faculty candidates. I want Maryland public institutions to draw the best candidates possible. Ensuring collective bargaining for public school faculty can help to draw strong faculty from private institutions and / or from states with unfavorable higher education laws and policies.

Non-tenure-track faculty are a life blood of teaching and service in higher education, many also conduct research. To attract the strongest candidates in this time of upheaval in higher education, Maryland should ensure that faculty in public four-year institutions can collectively bargain.

My experience in the private university setting is not so dissimilar from that of my public school university faculty friends. Like many of them, I have no office, funding for the necessary work of designing a course has dwindled and workloads are increasing. Over the past 2 years I have had a doctoral advising load of more than 30 students along with teaching 6 courses each year.

Attracting and keeping the strongest faculty starts with ensuring working conditions are sustainable. The administration at my university has drastically increased faculty workload, like my advising load, "because they can." This means that it is a struggle to ensure students are effectively supported. Attracting and keeping the strongest faculty will help Maryland attract and keep the strongest students. Collective bargaining rights help ensure working conditions are sustainable - this helps Marylanders and can help attract the best to Maryland.

As a long-time elected officer of my faculty senate, it is clear that administration only listens to us when our by-laws give us a say in decision making rather than acting in an advisory capacity. Our opportunities to play a role in decision making are thus very limited. This situation is common as well in public universities that lack collective bargaining.

Higher education in America has been a beacon for students around the world since the post-WWII policies ensured government investment in university research. That relationship is being overwritten nationally by an administration that has declared that "the university is the enemy." I want to see our state build the strongest possible bulwarks such that a Maryland public higher education experience is among the most sought after within the US and

across the world.

Making this happen requires a strong labor force - and this requires that faculty have the right to collectively bargain. Think about what you want the college experience for our undergraduates and graduates to be - I know I want our students, my children included, to have an experience working with faculty who are not harried and over-worked, worried about making it through the month financially. I know colleagues in this situation - I am in this situation. I hold a doctorate from Harvard, I publish regularly and have thousands of citations, yet, as a single parent the reality of my finances are that I live month to month and have zero job stability. This legislation won't help me. But it could help my colleagues and my state. I urge a positive vote. Through the right to collectively bargain--a right afforded almost all other Maryland Public Employees and non-Maryland peer institutions--that non-tenure-track faculty, and, hopefully soon, all faculty, will have the voice they deserve.

Sincerely,

Juliana Par?-Blagoev
Johns Hopkins University
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This testimony has been submitted on behalf of this individual by the United Academics of Maryland (UAM).

kara.pleasants.pdf

Uploaded by: Kara Pleasants

Position: FAV

**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 Kara Pleasants. I am a full-time non-tenure-track professor of English at 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. I am a Maryland resident, commuting to the UMD-College Park campus from Harford county, and I am also a Maryland native. I've worked as a public school teacher in the K-12 sector before, where I had collective bargaining rights that made a huge difference for both job security and also pay based on qualifications -- something that as a PTK faculty member I no longer receive.

I think all faculty deserve bargaining rights, but as a non-tenured faculty member I am in a different and more vulnerable position. My pay rate is not comparable to similar peers with the same qualifications. I also have a higher teaching burden than tenure-track faculty, teaching 4 courses per semester to be full-time. Many tenure-track faculty members can teach as few as 1-2 courses. I am not eligible for the same leadership opportunities or grants. I had to work for a very long time at UMD to be able to apply for promotion, which gave me more job security for the first time -- but took 5 years to achieve. Now, I have a 5-year contract. Before I was promoted, I had just a one-year half-time guaranteed contract. As the breadwinner in my family, this was really stressful. I also teach critical general education writing courses at UMD that are programmatically important every single semester -- and they are very grading and writing intensive. Therefore, I teach a wide variety of students with many different needs. I serve the whole student body. And there isn't a good reason why instructors in my position shouldn't have stronger job security earlier in their careers if they meet strong performance criteria.

The promotion criteria for PTK faculty and tenured faculty is also almost the same, even though the benefits are significantly different in terms of workload. I still have to demonstrate, if I want to get promoted again in 5 years, that I will complete mentorship and service to the college, even though I will not necessarily be paid for these efforts or for the time I spend receiving additional training as a strong practitioner. Bargaining rights could improve our pay, improve our workloads, and improve our compensation for current unpaid work.

It would be such a huge support for faculty to be given the right to have bargaining rights-- and a way to really show that you support working people in Maryland.

Sincerely,

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

Roseblatt_Testimony_Senate 2026.pdf

Uploaded by: Karin Roseblatt

Position: FAV

**Written Testimony Submitted to the Maryland General Assembly Finance Committee
By Karin Alejandra Roseblatt
Professor of History
President, United Academics of Maryland-University of Maryland-College Park
(American Association of University Professors-American Federation of Teachers)**

**SB 6
State Personnel – Collective Bargaining – Non-Tenure-Track Faculty
February 3, 2026**

FAVORABLE

Good afternoon, Chair Beidle, Vice Chair Hayes, and members of the Senate Finance Committee. I am Karin Roseblatt, and I am a tenured Professor of History at the University of Maryland, College Park, where I have worked since 2008. I serve also as President of United Academics of Maryland-University of Maryland, College Park. I am on the National Council of the American Association of University Professors. I urge this committee to issue a favorable report to SB 6.

As you know, the bill before you does not prescribe unionization and collective bargaining. It only allows for that possibility. Passage of this bill should be uncontroversial. The Maryland legislature should not fear what may happen if they allow faculty and graduate assistants to choose freely how they want to speak and organize themselves. Nor should the University System of Maryland. After all, unlike legislatures elsewhere, the Maryland legislature is not anti-union. Unlike legislators in Florida or Indiana, Maryland legislators have not been trying to undermine institutions of higher education, curtail the free speech rights of instructors, or dictate what and how we teach. It is logical that you allow to speak through democratically-elected representatives in negotiations that allow faculty a degree of power and autonomy. We have demonstrated, I hope, that we know how to use it and that the claims of University administrators about the harms of this bill are wildly overblown.

Universities are under threat in many states, where State governments seek to limit the free inquiry that has made our universities the envy of the world. But institutions of higher education are also threatened by the longstanding defunding of higher education, the Uber-ification of our workforce, and by top-down management styles that erode shared governance and the collective wisdom and expertise of the academic community. Non-tenure-track faculty feel very deeply the fragility of our higher education institutions and their livelihoods. Many of them have work in Maryland public institutions for decades, yet they live in fear of losing their jobs. Without the protection of tenure, they fear that they may be punished for teaching controversial topics. Collective bargaining is an effective form of faculty voice, one which the AAUP has long viewed as compatible with—and indeed able to complement and prop up—institutions of shared governance.

In my role as faculty member, I regularly teach and advise graduate and undergraduate students interested in the History of Latin America and the Caribbean. I do a lot of service to my profession as well and the University as well. I find this work very satisfying, but since the ranks of tenured professors has dwindled, the workload for those of us remaining has become untenable. Tenured faculty do a lot of unremunerated work, but at least at my institution we are paid decently—if not well—by our employers. A crisis within academia is reaching a breaking point as the majority of our non-tenure-track faculty members (75% of all higher education instructors in Maryland's institutions of higher education) do not have the ability to take on this work. Their teaching is simply too taxing for them to do unpaid service work. The Universities that have produced so much cutting-edge research and given so much luster to the

United States and to the State of Maryland are imperiled.

As President of United Academics of Maryland on our campus, I have learned a great deal about the issues our faculty face. Let me underscore the two issues that come up most frequently: the failures of shared governance and poor working conditions for non-tenure-line faculty. Collective bargaining can provide a democratic means of addressing concerns in these areas. University administrators will claim that these issues can and have been addressed through mechanisms of shared governance, but those mechanisms (and other mechanisms of redress) have been in place for decades without making substantive change. Pressing problems have not been addressed. It's time to make a change and try something different, something that research suggests can make academic institutions better off.

Faculty Governance is not working. I have long observed that on my campus, committees in which faculty are meant to play key roles according to the Universities own guidelines are chock full of administrators. This was clearly the case with my university's Strategic Planning Committee. Its members had an average salary of over \$300,000. Last year, a hiring committee for a Dean of the Graduate School had two students and two faculty members among its sixteen members. And a Budget Subcommittee of the University Senate, which was meant to increase transparency and accountability, has not been able to function because the administration has not given it the information it needs. Almost all University committees are like this, even ones dealing with curriculum. Tenure is another area in which the faculty is supposed to weigh in. USM procedures stipulate that changes to tenure guidelines must be approved by faculty committees of the University Senate. Yet guidelines have been changed by fiat. This contravenes the letter and spirit of shared governance. So does the draft manual for promotion of non-tenure track faculty that was recently released by our administration. Administrators claim that it is not a policy but rather just a stipulation of procedure and by so doing they avoid consulting elected faculty leaders and instead rely on a committee they have selected. The average salary of the fifteen members of that committee was \$176,000 (median \$169,500).

More troubling still is the proliferation of programs staffed by non-tenure track faculty. In these programs, administrators make all the curricular decisions—again in contravention of the principles of shared governance. Moreover, faculty who are worried about whether their contract will be renewed are loath to raise their voices. The non-tenure-track faculty who are closest to our students—and who teach 70% of the credit hours on our campus—are effectively muzzled. This situation pleases administrators who think they know best and often follow the latest fad (often based on shoddy research). But it is not good for our students. Those who teach our students, who are closest to our students, need a firmer voice in curricular policies and policies regarding research.

Collective bargaining can strengthen faculty governance. For instance, a 2021 AAUP Survey on Governance found that part-time faculty on campuses with collective bargaining were much more likely to have a voice in shared governance (42.3% v. 31.5%) and to have representation on governing boards (26.7% v. 19.9%).¹ Faculty at universities with collective bargaining also had greater say over selection of chairs and deans, salary policies, teaching loads, course delivery, and intellectual property policies.²

The AAUP's statement on this issue notes that

Formal negotiation can improve communication between the faculty and the administration or governing board...Collective bargaining can secure consensus on institutional policies and

¹ Hans-Joerg Tiede, "The 2021 AAUP Shared Governance Survey: Findings on Demographics of Senate Chairs and Governance Structures," <https://www.aaup.org/Report/Statement-Academic-Government-institutions-engaged-collective-bargaining>.

² AAUP, "The 2021 AAUP Shared Governance Survey: Findings on Faculty Roles by Decision-Making Areas," p. 91, <https://www.aaup.org/sites/default/files/2021-AAUP-Shared-Governance-Survey-Findings-on-Faculty-Roles.pdf>

procedures that delineate faculty and administrative participation in shared governance. Finally, collective bargaining can ensure equitable implementation of established procedures.

Collective bargaining should ensure institutional policies and procedures that provide access for all faculty to participation in shared governance. Employed in this way, collective bargaining complements and supports structures of shared governance... From a faculty perspective, collective bargaining can strengthen shared governance by specifying and ensuring the faculty role in institutional decision making. Specification may occur through bargaining of governance clauses that define faculty responsibilities in greater detail; assurance of the faculty's negotiated rights may be provided through a grievance procedure supporting the provisions of the negotiated contract. From an administration perspective, contractual clarification and arbitral review of shared governance can reduce the conflicts occasioned by ill-defined or contested allocation of responsibility and thereby enhance consensus and cooperation in academic governance.³

Working conditions for non-tenure-track faculty are abysmal. To say that non-tenure-track faculty on our campus are upset would be a gross understatement. They are fearful and resentful. They work very hard for our students but feel unappreciated. They cannot teach or give opinions freely because they fear that their contracts will not be renewed. Many declined to write testimony for this hearing because they feel vulnerable to reprisal. Some have submitted anonymous testimony. The most common complaint we hear at College Park is not about low salaries, but about job insecurity. It is one thing to face unemployment if you are in a field where there is job mobility and/or decent wages. But academic jobs are scarce, people have family responsibilities that limit mobility, and low pay means that there is no buffer to cushion unemployment.

I know of one colleague, who has worked at the institution for over twenty years and had her salary cut in half simply because the Chair of her Department felt she was too abrasive. A group of instructors in an Honors College received their contract days before the start of classes to find that their teaching load had been increased. Some faculty have their salaries cut arbitrarily after classes have begun; some are not paid on time. To give just one example—collected by a faculty member because the faculty senate and our administration has not taken the time fully to understand working conditions: “In 2021, my compensation was reduced by half, despite being tasked with coordinating a lab course with nearly a thousand students and 30 teaching assistants. As a result, my take-home pay after taxes amounted to just \$402 every two weeks.”

These types of stories are common because policies do not provide security or stability, and there (by design) is no enforcement of existing policies that are in reality only “best practices” suggestions left to the discretion of department heads. Some of these department heads are fair minded. Others are not. Some are frankly bigoted. The result is a majority of faculty cowed and beaten down. Despite the admirable job these faculty do teaching our students, students cannot learn to be innovative, entrepreneurial, and creative when their instructors are just trying to keep their heads down.

The Bottom Line. You may be asking how much unionization might cost the State and its Universities. Keep in mind that only about 28.7% of the UMD budget goes toward instruction and that every year the University takes in more than it spends. Current administration has chosen to increase the number of administrators 42% from 2015 to 2019 and an additional 8.4% from 2020 to 2022. The largest increases in spending are in the institutional expenses category, which includes the salaries of upper administration. The second largest increases are in the category that includes Deans and Associate Deans. Budgets are about choices. University administrators have made their choices. Now let faculty make theirs.

³ AAUP, “Statement on Academic Government for Institutions Engaged in Collective Bargaining,” <https://www.aaup.org/report/statement-academic-government-institutions-engaged-collective-bargaining>.

kate.drabinski.pdf

Uploaded by: Kate Drabinski

Position: FAV

**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.

I am a NTT faculty member at UMBC, where I have taught for nearly 15 years. I have a supportive department chair and dean, and when I have had workplace issues, these people have helped me immensely. But that's just luck! Other NTT faculty do the same work I do for less pay and less power, and that's not fair. Faculty governance cannot help us with nitty gritty issues like pay, workload, benefits, etc. Those things need to be outlined in an enforceable contract, and we only get that through collective bargaining. We are some of the last state workers without these rights, and we deserve them as much as community college professors, cops, and university staff, just to name a few groups who have these rights. Even manager-level workers now have the right to organize. It is outrageous to me that in Maryland, a state that claims to prioritize worker rights, we're still fighting this hard to get them for us. I urge the committee to issue a favorable report for this bill.

Sincerely,

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

SB6_Senate FinanceFeb5_2026.pdf

Uploaded by: Katherine Sterner

Position: FAV



Written Testimony to the Maryland Senate Finance Committee Submitted by
Towson University Chapter of the American Association of University Professors (TU AAUP)
TU AAUP Chapter Secretary, Dr. Katherine Sterner
For a Hearing on

SENATE BILL 06: State Personnel – Collective Bargaining –Nontenure Track Faculty

February 05, 2026

FAVORABLE

Chair Beidle, Vice Chair Hayes, and distinguished members of the Senate Finance Committee:

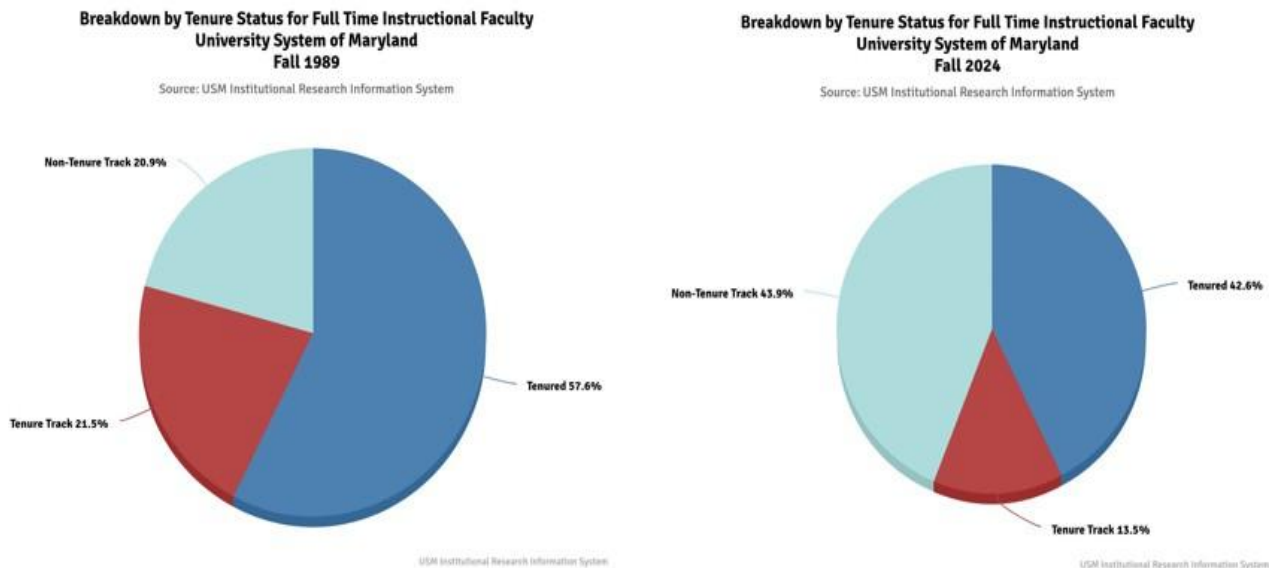
I write on behalf of the TU AAUP Executive Committee (EC) to urge a favorable report on SB 06, a collective-bargaining bill for all nontenure track (NTT) faculty, full-time (FT) and part-time (PT). We confine our comments mainly to the University System of Maryland (USM), which has opposed variations of such a bill for many years. TU AAUP has detailed and explained our support in [previous testimony](#). The AAUP's report on [Contingent Appointments and the Academic Profession](#) (2024) also outlines at length the issues in a broader higher education context over the past several decades.

All faculty (indeed, *all* workers) deserve this right regardless of rank or tenure status, and this bill marks an important step towards addressing urgent higher education concerns that impact all Marylanders.

We strongly support this bill for the following reasons:

1. **The USM public institutions are currently the only ones in Maryland that do not allow tenure ineligible faculty to bargain collectively; this bill brings the USM level with existing nontenure track faculty rights in our state.** Legislation passed in 2022 enabled all faculty at community colleges to choose whether to engage in collective bargaining. Prior to that time, federal law implemented through the National Labor Relations Board (NLRB) enabled nontenure track FT and PT faculty at privates to access this right (and over a decade or so, faculty at MICA, Goucher, McDaniel, and Stevenson have exercised this option). Likewise, we urge that the nontenure track faculty on each USM campus be allowed to decide democratically, too.
2. **Academic freedom is a bread-and-butter issue across *all* faculty ranks.** Most FT and PT nontenure track faculty serve on limited, short-term contracts, which can be nonrenewed at any time without just cause, no matter length or quality of service. During these politically polarizing times, this has become a civil and constitutional rights crisis in the academic workplace, most especially for nontenure track faculty who lack access to meaningful due process and grievance mechanisms to safeguard their rights.
3. **Nontenured majority signals shared governance is broken.** Shared governance cannot function optimally if most faculty have no stake and no voice in it. The percentage of USM FTNTT faculty has more than doubled from 1989 to 2024 (cf. see pie chart below). This bill incentivizes tenure-

line and tenured hiring, while enabling the nontenure track to option benefits and rights academic professionals need to be effective educators. It also incentivizes converting part-time positions into full-time ones -- as appropriate, if qualified, and when applicable to the educational needs.



4. **Workload fairness requires enabling a bill that includes *all* nontenure track faculty, regardless of job titles, rank or status.** The USM has changed nontenure track job titles multiple times over the past several years, which has become a needlessly confusing reclassification shell game. This dynamic has intensified workloads and unsettled terms of contract, too. The community college bill and federal law avoided exacerbating existing inequalities by including all nontenure track faculty, without making invidious distinctions among the FT and PT. This allows the Maryland Public Employee Relations Board (PERB) and the NLRB to verify eligibility based on actual evidence. This bill should heed precedence and do the same.

5. **A 21st century academic workforce needs collective bargaining to ensure responsive stewardship of educational resources and to protect the independence and long-term well-being of our respective academic institutions.** During uncertain budgetary and political times, this bill comes with a modest (if not neutral) fiscal note: it incentivizes transparent decision-making, while prioritizing principles of academic freedom and shared governance that strengthen the educational mission of our public higher education institutions -- no matter what administrators may come and go and no matter what politicians may govern locally or nationally. It creates more tools to enhance the educational experiences of our students and to work collaboratively when developing our institutional mission to benefit area communities.

The dynamics and severity of the issues may differ among the USM campuses, but faculty across institutional types and ranks largely agree that passing a bill of this kind is necessary and long overdue.

The TU AAUP executive committee thereby enthusiastically reaffirms our chapter's support for this bill. We thank you for your time and ongoing consideration.

katherine.wasdin.pdf

Uploaded by: Katherine Wasdin

Position: FAV

**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 Katherine Wasdin. I am a tenured professor of Classics at University of Maryland, College Park. 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 have taught here since 2019 and have been tenured since 2022. I am deeply devoted to the mission of educating young Marylanders and building the national and global status of UMD as a research institution. Yet as faculty members, my colleagues and I are some of the very few Maryland public employees without these rights.

While all faculty deserve collective bargaining rights, non-tenure-track faculty are among the most vulnerable. The non-tenure-track PTK faculty in my department often work harder for less money, teaching higher loads and contributing to the service and research mission of the university beyond what is technically required by contract. PTK and adjunct faculty are also more vulnerable to job loss and have less of a voice in shared governance by faculty, even though they may teach here for their whole careers. According to the University's plan of organization, they have less representation in the Senate: while TTK faculty have one representative for each 15 or so faculty, PTK faculty are only granted one representative for each 30 or so faculty. This is clear discrimination and a strong reason for such faculty to be granted collective bargaining rights, the only way to make their voice heard.

Collective bargaining rights for PTK faculty could also help TTK colleagues. As the university swells the ranks of PTK faculty and shrinks the number of TTK faculty, administrative work that can only be done by TTK must be carried out by fewer and fewer people. Providing collective bargaining to PTK faculty might cause the institution to rethink its priorities and reliance on non-tenured instructors and researchers, and eventually open more TTK lines to redistribute work more fairly. I also strongly support extending collective bargaining rights to tenure track faculty. As state employees, we deserve to have a say in our working conditions. Shared governance at UMD is only advisory. Even what we have is being diminished as the Senate office pushes through new regulations limiting the ability of Senators to raise and amend resolutions in Senate meetings. Clearly, even the small voice we have is seen as a threat by the administration.

My colleagues and I are devoted to our jobs. We care deeply about our research and about educating the next generations of Marylanders. I myself organize a yearly meeting for about 100 middle- school and high-school students from across the state every fall semester as a way of connecting my department with the greater community in the state. 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.

Sincerely,

Katherine Wasdin

Classics
ARHU
katherinewasdin@gmail.com

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

kathleen.mcphaul.pdf

Uploaded by: Kathleen McPhaul

Position: FAV

**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,

Kathleen McPhaul
Global, Environmental, Occupational Health
School of Public Health
katemcphaul@icloud.com

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

keegan.fineberg.pdf

Uploaded by: Keegan Fineberg

Position: FAV

**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 Keegan Cook Finberg. I am a tenure-track professor of English at University of Maryland, Baltimore County (UMBC). 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 call on you to issue a favorable report on this bill.

As a faculty member, I am one of only very few Maryland public employees without these rights. I have been a resident of Maryland since 2018 when I moved to Baltimore to work at UMBC. Before that, I was a non-tenure track faculty member at several other institutions.

While all faculty deserve collective bargaining rights, only non-tenure-track faculty are included in this bill, and so I will discuss their particular need first. My non-tenure track colleagues perform the majority of the teaching at UMBC. They interact with our students more than any other faculty members, often teaching many large courses in the same semester. Despite this, they are very poorly paid (when there is a position open, I have been embarrassed to advertise it to my friends and acquaintances), they have minimal access to professional development funding, and their workload is subject to constant change. My non-tenure-track colleagues are some of the most dedicated educators I have encountered, and collective bargaining will allow UMBC to retain these professors and to treat them--and our students-- with dignity.

As a tenure-track faculty member, I have also found myself in need of collective bargaining rights. Our current shared governance is not a substitute for a union. It does not give us the level of administrative transparency that we need in order to weigh in on major decisions that affect our students and our institution. Furthermore, when faculty experience discrimination, lack of communication from administrators about expectations, and unclear evaluation procedures, there is no process within shared governance to address it. With collective bargaining rights we would be able to work to address the gender equity pay gaps that have dictated our working conditions for so long.

Before closing, I would like to address the issue of academic freedom. As we have seen across the country, shared faculty governance has been inadequate to address this, as when, in the wake of Gaza solidarity protests, the Columbia University administration acceded to a Trump administration demand to move student disciplinary panels away from the university senate and into the Provost's Office. While I trust that our administration has faculty and student best interests in mind, collective bargaining rights for faculty would strengthen their power to protect the values of all Marylanders.

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.

I ask for your support of this bill moving forward.

Sincerely,

Keegan Fineberg
keeganfinberg@gmail.com

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

kelsey.mcgurrin.pdf

Uploaded by: Kelsey McGurrin

Position: FAV

**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 Kelsey McGurrin. I am a full-time non-tenure-track faculty member of the Department of Entomology at 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 Specialist who has worked for the university for 7 years and a proud Maryland resident for 6 years, I am one of only very few Maryland public employees without these rights.

While all faculty deserve collective bargaining rights, non-tenure-track faculty like me are among the most vulnerable. As a Faculty Specialist, I help plan and implement research projects, mentor graduate and undergraduate students, and disseminate findings to community members. Our research on plant-insect interactions in human managed landscapes has very real world applications for sustainable landscaping, urban tree maintenance, and quality of life.

Unfortunately, my position is completely grant funded. Even before the current federal administration slashed funding for science, my job security was low, operating one year at a time. Now my position is even less secure, as environmental science grants are much harder to win. A related struggle I face is that because most faculty in my department do not have Assistants or Specialists working for them, I don't have peers or any sort of formal work assignment or evaluation processes. Most other Faculty Assistants I have met quit within a couple of years because the pay is low and career advancement opportunities are unclear and/or non-existent. I have remained because I believe the work we are doing is important. With so much turnover in students and postdocs over the years, I can also embody institutional knowledge for our projects. I deserve to be treated as a professional with 14 years of experience, not as a disposable seasonal technician.

In my 7 years working for the University of Maryland I have tried to investigate and organize to make working conditions better for myself and people like me. Because my position falls into a weird gray area, however, this has been really hard. I am not a professor, so in common operations I am not faculty. Yet I am not funded by the state, so I am not staff either. Having collective bargaining rights would help me to win a living wage and solidify the importance of my position as a non-tenure-track faculty member.

I am proud of the research, Extension, and mentoring work that I am able to do through the University of Maryland. I hope that my right to collectively bargain--a right afforded almost all other Maryland Public Employees and USM peer institutions--will allow me, other non-tenure-track faculty, and, hopefully soon, all faculty, to have the voice we deserve.

Sincerely,

Kelsey McGurrin

Entomology
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kelsey.mcgurrin@gmail.com

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

kevin.burdinski.pdf

Uploaded by: Kevin Burdinski

Position: FAV

**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.

Testimony of the Maryland Catholic Labor Network In Support of Collective Bargaining Rights for Non-Tenure-Track Faculty in the University of Maryland System:

Thank you for the opportunity to submit testimony on behalf of the Maryland Catholic Labor Network in strong support of legislation extending collective bargaining rights to all non-tenure-track faculty in the University of Maryland system.

The Maryland Catholic Labor Network brings together Catholics across the state who believe that the dignity of work and the dignity of the worker are inseparable. From that moral framework, we urge you to advance this bill.

Non-tenure-track faculty are essential to the mission of Maryland's public universities. They teach a substantial share of undergraduate courses, mentor students, and carry out the day-to-day labor that allows institutions of higher education to function. Yet many of these educators work under conditions that are increasingly precarious and unjust: short-term contracts, low and unpredictable pay, limited access to benefits, minimal job security, and little to no voice in decisions that directly affect their livelihoods.

Despite holding advanced degrees and performing highly skilled labor, many non-tenure-track faculty are paid wages that require them to work multiple jobs, commute between campuses, or leave academia altogether. This instability harms not only workers, but students as well - undermining continuity, mentorship, and educational quality across the UMD system.

Catholic social teaching speaks clearly and consistently to this reality. The Church affirms that work is not merely a commodity, but a form of human participation in the common good. When workers are treated as disposable or denied a meaningful voice, their dignity is diminished. The Church also teaches that labor unions are not only permissible, but often necessary, to protect workers from exploitation and to secure just wages, benefits, and working conditions.

Pope after pope has affirmed that collective bargaining is a legitimate and vital means by which workers defend their dignity and participate more fully in shaping a just society. Denying non-tenure-track faculty the right to organize and bargain collectively places them in a structurally unequal position - one that contradicts both moral teaching and basic principles of fairness.

Extending collective bargaining rights to these faculty members will not harm Maryland's public universities. On the contrary, it will strengthen them by promoting stability, transparency, and shared responsibility. When educators are respected and supported, students benefit, institutions thrive, and the public investment in higher education yields stronger returns.

This legislation is a necessary step toward correcting a long-standing imbalance of power and addressing the growing precarity within academic labor. It aligns with Maryland's commitment

to worker justice, educational excellence, and the common good.

For these reasons, the Maryland Catholic Labor Network respectfully urges a favorable report on this bill.

Thank you for your time and consideration.

Sincerely,

Kevin Burdinski
Maryland Catholic Labor Network
kevin.burdinski@gmail.com

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

kevin.washburn.pdf

Uploaded by: Kevin Washburn

Position: FAV

**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 Dr. Kevin M. Washburn. I am a part-time adjunct / non-tenure-track lecturer of Library and Information Science for the MLIS Graduate Program at 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 an adjunct faculty member, 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 because there are no employment guarantees beyond the contract period which is from semester to semester. There are also no dedicated professional development and growth pathways that enable adjuncts to expand on their field of expertise and knowledge. Typically, faculty selected to serve in an adjunct role for UMD bring a defined set of skills and experience to the positions that they are selected and hired for. It would be beneficial to UMD students, colleagues, and administration to leverage the acquired new knowledge or opportunities to expand skills for this specific group of instructional experts.

Another consideration is that the pay scale for non-tenure track consistently lands at the bottom of the market because all adjuncts are treated as non-faculty with no experience when considered for contract salary. I have served as an adjunct lecturer for the last six years with exceptional course evaluations but have only seen my salary increase based on the approved cost of living considerations. By creating meritable salary scale increases that promote great engagement beyond the minimum contract expectations, this promotes the potential for great excellence to benefit UMD and all impacted parties.

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.

Sincerely,

Kevin Washburn
Library and Information Studies Graduate Program
Information
kmwashburn1@gmail.com

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

lillian.doherty.pdf

Uploaded by: Lillian Doherty

Position: FAV

**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 Lillian Doherty and I am Professor Emerita of Classics at the University of Maryland, College Park. I am writing as a member of the 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), in support of collective bargaining rights for faculty in Maryland's public four-year institutions. I believe that all faculty deserve these rights, but faculty outside the tenure track need them most urgently.

I retired in 2023 after almost forty years of teaching and ten years of serving as chair of my department. Although a department chair has more influence than most faculty, I still had no power over the amount of my budget and had to rely on the support of the Dean of my college for permission to hire when a colleague retired. Repeatedly we had to hire part-time and non-tenure-track faculty to cover our courses because we did not have enough tenure-track faculty to staff them. It is an obvious injustice to pay a non-tenure-track instructor, often with identical qualifications, half or less the salary of a tenure-track professor, in some cases for twice the amount of teaching. But this form of exploitation has become the norm in the American academy, and our best hope of reversing it is to give faculty the right to organize and bargain with university administrations. That is why I am working toward that goal. University systems in other states have begun to negotiate with their faculty and the results are promising. Maryland should be in the vanguard of a movement for economic justice and fair working conditions.

We live at an inflection point in history, when the injustices in the distribution of wealth and power have become so obvious and unsustainable that democracy itself is in jeopardy. Giving university faculty the right to organize is one small but significant step you could take toward righting the balance.

Sincerely,

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

linda.green.pdf

Uploaded by: Linda Green

Position: FAV

**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 Dr. Linda Green. I am a retired physician who trained medical residents at Prince George's Hospital which is now part of UMMS. I call on this committee to issue a favorable report to this Bill. The state already grants the right of collective bargaining towards nearly every other state employee, as well as the faculty at our community colleges and the non-academic workforce at our four-year institutions. It is clear that this right should be extended to all higher ed workers in Maryland.

Over the years that I taught internal medicine I often collaborated with the School of Public Health at the University of Maryland in research projects. My medical students and residents benefitted from the expertise of the scientists in public health to publish

on our Hepatitis C experience. The study on Hepatitis C and Kidney Disease was presented at the national nephrology meetings and my resident is now a practicing nephrologist. Work with the demographics and follow up of opioid users was also very

important to our work. Due to the limited research resources of our hospital we could not have advanced our research without the support of the University faculty. Much of their effort was voluntary work with minimal if any compensation. Their willingness to support the work of young doctors serving an underserved community was commendable.

Since my retirement I have been active with the International Coalition for Human Rights in the Philippines and have been grateful to faculty and students who helped me with research and design of a presentation I gave on Health Care in the Philippines at the recent meeting of the American Public Health Association. There are many areas where such pro bono work is done by non-tenured faculty to support student development. Collective bargaining will improve the salary and working conditions of the non-tenured faculty who were especially helpful to us in serving our community. I saw first-hand how busy they were and was grateful for any time they could donate to our work. Supporting community efforts is undervalued in their current job situations. Bringing these issues to the table will benefit all of us. For these reasons I urge the members of

the committee to report out a favorable response to this bill.

Sincerely,

Linda Green
Retired, Internal Medicine Physician
UMMS
lindadgreen@gmail.com

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

SB6_MDSierraClub_Fav_5Feb2026 .docx (1).pdf

Uploaded by: Lindsey Mendelson

Position: FAV



SIERRA CLUB

MARYLAND CHAPTER

P.O. Box 278
Riverdale, MD 20738

Committee: Finance

Testimony on: SB 6, State Personnel - Collective Bargaining - Nontenure Track Faculty

Position: Support

Hearing Date: February 5, 2026

This bill would provide collective bargaining rights for Non-Tenure-Track (NTT) faculty, including adjuncts, at Maryland's public universities. This modest legislation would extend to NTT faculty the same rights as are already afforded to almost every other Maryland public employee. Currently, Non-Tenure-Track faculty lack worker voice, job security, and true academic freedom. They do not have real due process and many even lack access to professional development. Workloads are often overwhelming and compensation inadequate. The bill would grant them the right to bargain over these issues if a majority of faculty in an appropriate bargaining unit chooses to be represented by an exclusive representative. It would extend the same rights to NTT faculty as are already provided in twenty-five states and the District of Columbia.

The legislation would benefit the University system overall. Research¹ has shown that collective bargaining enhances cost effectiveness, optimizes efficiency, reduces inequality, and improves university governance. Sierra Club has long supported broad labor rights as a necessary companion to our climate advocacy work. A clean, and pollutant-free environment improves public health and community well-being.

Similarly, collective bargaining confers greater power on workers, enabling them to improve working conditions for themselves, their families, and their communities. Advocating for greater affordability, workplace democracy, and enhanced living standards goes hand-in-hand with our advocacy for affordable, accessible, clean environmental protections. Through their unions, workers have supported efforts for clean air and water, while advocating for just standards for the workers who will make the transition to a clean economy possible. Sierra Club supports these efforts. Many of the faculty who will benefit from this bill have provided necessary research and analysis supporting the efforts of the State to meet its climate goals. This includes the work of the University of Maryland Center for Global Sustainability in developing the State's climate plan. It is only fair that these academics possess the same rights to a voice on the job as are possessed by almost every other public employee in the State.

We urge the Committee to provide a favorable report.

Elizabeth Bunn
Member, Transportation Committee
ebunn8284@gmail.com

Josh Tulkin
Chapter Director
Josh.Tulkin@MDSierra.org

¹ <https://uamaryland.org/collective-bargaining>, "The Case for Collective Bargaining Rights", endnotes 2,4,5, 6.

Founded in 1892, the Sierra Club is America's oldest and largest grassroots environmental organization. The Maryland Chapter has over 70,000 members and supporters, and the Sierra Club nationwide has over 800,000 members and nearly four million supporters.

louiqar.saschid.pdf

Uploaded by: Louiqa Raschid

Position: FAV

**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 Louiqa Raschid. I am a Dean's Professor at the University of Maryland where I hold appointments across several Colleges. I have been on the faculty at the University of Maryland for over three decades. I call on this committee to grant a favorable report to this Bill. The state already grants the right of collective bargaining towards 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 workers in Maryland.

I will highlight several circumstances that I have personally experienced or witnessed, that have resulted in inequity, frustration and despair among our faculty. Collective bargaining is an opportunity to provide us with the rights to address these challenges and will lead to a better university.

The first issue is gross salary inequity across various units of campus. I have been a leader of multi-disciplinary research teams and I work with faculty across units. I have first hand experience of colleagues who provide the same high quality of research but whose compensation can differ significantly. While market forces cannot be eliminated, collective bargaining will provide faculty with better tools for negotiation.

The second issue is salary inversion which also occurs across many units. There are many senior and productive full professors who are sometimes paid less than the incoming junior assistant professors that they recruit and mentor. Again collective bargaining will help level these inequities.

The final situation concerns Professional Track (PTK) or other Adjunct or Part-Time faculty. While serving on the Executive Board of UMD AAUP, I have learned about the sometimes horrifying circumstances in which they work. This can range from the lack of an employment contract despite years of working in the same position, to not having any recourse when the terms of the contract are blatantly violated. There are few other professions / sectors where professionals may face such often hostile work environments and unfortunately may not have any means to correct the situation. Collective bargaining will provide a range of tools to address these injustices.

Members of the Committee, this state has for decades viewed collective bargaining between state employees and management as the best way to promote democracy in our workplaces and public institutions. The right to collective bargaining has long been recognized as not only a fundamental human right, but also as the best method of ensuring that employee voices play a vital role in constructing conditions that govern our workplaces. It is a right granted to many other public higher ed institutions in the nation, and indeed to many private, prestigious institutions in our own state. The reasons to exempt 4-year public higher ed institutions from this path make no sense. I again therefore call for a favorable report to this Bill.

Sincerely,

Louisa Raschid
Smith School of Business and UMIACS and Department of Computer Science
louiqaraschid@gmail.com

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

luka.arsenjuk.pdf

Uploaded by: Luka Arsenjuk

Position: FAV

**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 Luka Arsenjuk. I am a tenured professor of Cinema and Media Studies at University of Maryland, College Park. I am a member of the 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), and I am working with my colleagues to secure collective bargaining rights for faculty in Maryland's public four-year institutions. As a faculty member in the School of Literatures, Languages, and Cultures, I am one of the only very few Maryland public employees without these rights.

I am also a resident of Maryland and currently live in Baltimore.

Over the past fifteen years of working at UMD, College Park, I have taught on average four courses per year, performed extensive service for my department, college, and the university, and engaged in student advising and internationally recognized research and publication activity. Over this same period, I have seen the working conditions of faculty, graduate student workers, and staff deteriorate due to increasing administrative bloat and mismanagement of the university's resources.

The group of university faculty that has been most negatively affected by this deterioration of our working conditions is the non-tenure-track faculty. Non-tenure-track faculty members are among the most vulnerable workers in the university, while they're also among the most essential. It is impossible to imagine a contemporary university, let alone a large public university system like Maryland's, function without the labor provided by the non-tenure-track faculty. I can see this plainly and directly in my own academic program (Cinema and Media Studies), in which non-tenure-track faculty assume most of the roles performed by tenure-track faculty, such as teaching, research and publishing, advising and other administrative tasks, without comparable compensation or equal ability to participate in the administrative decisions that determine the conditions of their own labor. When I served as the director of the program in which I teach, I worked closely with a group of non-tenure-track faculty in the day-to-day running of the program, and it became absolutely clear that the program would collapse without the dedicated service of my colleagues, just as it also became obvious to me that many of these colleagues, especially those in adjunct instructor roles, found themselves in extremely precarious positions, struggling to make ends meet, and often working a brutal teaching schedule across several campuses. I don't know if the injustice and the brutality of the system can be illustrated better than by pointing out the fact that the wage of an adjunct instructor in the humanities is so low that this instructor would have to teach twenty (20) courses in a year to make the equivalent salary of a tenured faculty member with the rank of an associate professor. And lest you think this is an abstract example, it is actually not. It is an example of a specific non-tenure-track colleague of mine, who described this situation, which they had no choice but to maintain due to the needs of their family, as a logistical nightmare that cannot but push one into a state of complete exhaustion.

Having had many conversations with my non-tenure-track faculty colleagues over the years, it's obvious to me that they are far more likely than tenure-track faculty to face

discrimination, suffer arbitrary decisions by the university administration, and experience uncertainty due to last-minute changes to (or disappearance of) work assignments, poor communication from administrators, and unfair promotion and evaluation processes. The position of non-tenure-track faculty in our university is, in that sense, a particularly egregious case of a larger problem, which is the exclusion of all faculty from any meaningful form of shared governance on our campus. Even some optimal form of shared governance cannot be a substitute for collective bargaining, but this is in any case a meaningless comparison in our situation, since the university system functions essentially as a top-down, essentially authoritarian institution, in which it is the high-level administrators who make the final decisions on all the crucial questions. As an example of this at UMD, one can simply take a look at the way the whole range of financial decisions and deliberation has been removed from the purview of the faculty senate.

The right to collectively bargain would open the possibility for faculty to meaningfully participate in the decisions directing our higher education institutions and to begin reversing the troubling authoritarian tendencies that have crept into our workplace. It is by now a clearly established fact that collective bargaining helps improve the quality of instruction by addressing ballooning faculty-to-student classroom ratios. Research shows that collective bargaining makes universities more effective: for instance, by increasing student graduation rates. And it is also the case that collective bargaining would make our universities more efficient by preventing administrative bloat, making sure more state dollars go into the research and instruction that actually benefit Maryland residents. Finally, collective bargaining would not only offer faculty the security and dignity that should belong to every working individual, it would also help our state's university system to begin catching up to the top-level public university systems in this country. It is namely the case that among our national peer institutions those with collective bargaining for faculty on their campuses on average significantly outrank those without collective bargaining.

The majority of people in Maryland agree that collective bargaining between state employees and management is the best way to protect democracy in our workplaces and public institutions. The right to collectively bargain is currently granted to many other public higher ed institutions in the country, and indeed, to most public employees in Maryland. The reasons to exempt university faculty in 4-year public institutions from what should be a basic human right make absolutely no sense. It is time to treat us with basic human dignity!

Sincerely,

Luka Arsenjuk
SLLC/Cinema and Media Studies
ARHU
luka.arsenjuk@gmail.com

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

manizhe.galledari.pdf

Uploaded by: Manizhe Galledari

Position: FAV

**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 Manizhe Galledari, I am a full-time non-tenure-track lecturer, in the Department of Persian studies at the University of Maryland, College Park, where I have worked for 11 years. I am writing as a Maryland public university faculty member and, a Maryland resident.

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 at a flagship public university, I am among the very few Maryland public employees who are still denied these basic workplace rights.

While all faculty deserve collective bargaining rights, non-tenure-track faculty are among the most vulnerable. In my role, I teach Persian courses and work closely with students from diverse academic, cultural, and socioeconomic backgrounds. I devote significant time to course preparation, mentoring students, grading, and service to my department and university --work that extends far beyond time spent in the classroom.

Despite this, my employment conditions is insecure and low pay.

Non-tenure-track faculty bring tremendous value to the University of Maryland. We teach a substantial portion of undergraduate and graduate courses, mentor students, contribute to curriculum development, and support the university's mission through our dedication and expertise. Many of us remain deeply committed to our students and institution, even in the absence of job security or equitable compensation. Our work directly supports student success and strengthens the university's role as a vital educational and cultural resource for Maryland and the broader community.

Collective bargaining is a necessary complement that ensures fairness and accountability.

It is through the right to collectively bargain--a right afforded to nearly all other Maryland public employees and faculty at peer institutions--that non-tenure-track faculty, and hopefully soon all faculty, can finally have the voice, protections, and dignity we deserve. I strongly urge your support for extending collective bargaining rights to faculty in Maryland's public four-year institutions.

Sincerely,

Manizhe Galledari
Manizhe.galledari@gmail.com

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

Marcus_Testimony_2026.pdf

Uploaded by: Marcus Johnson

Position: FAV

Members of the Senate Finance Committee. I'm Dr. Marcus Johnson and I am an Assistant Professor of Government & Politics at the University of Maryland-College Park.

I grew up in Maryland and my roots in Baltimore run deep. My father, Bishop Marcus Johnson, is the Pastor of New Harvest Ministries, in southeast Baltimore. I proudly went to UMD for undergrad and have had the incredible opportunity to return to UMD as a professor after completing my PhD at Princeton. I currently live in District 40, in the same district with many students and faculty at Coppin State, Morgan State, UB, UMB and even UMD College Park. There is much about being a Marylander that I am proud of. But one thing I am decidedly not proud of is the fact that my state denies the most basic labor right of collective bargaining to its faculty.

The bill before you now has the ability to start to change that by giving the right to non-tenure-track faculty throughout Maryland to decide for themselves if they want to be collectively represented and have a say in their workplace.

This is the right place to start. Non-tenure Track faculty have very little to no protections from arbitrary dismissal. When their federal grants are cancelled, they take salary cuts and even face contract termination. They are paid significantly less than I and other Tenure Track faculty, despite doing much of the same work. Non-Tenure Track faculty make the university run: they teach the bulk of undergraduate and master's level classes. They do the research and bring in the grants that create the scholarship and provide the resources that make our USM institutions excel. They went to graduate school and wrote dissertations, just like I did.

This does not make me proud to be a Marylander. It shames me that the USM stratifies our workforce in this way, without just recourse. And I am not alone. As we have been doing outreach in our communities to build support for this bill, the most frequent reaction we get when we talk about the poor conditions that non-tenure-track work under is shock. Marylanders are shocked that here, in the progressive State of Maryland, faculty are denied the right to

collectively bargain. This does not make Marylanders proud. It makes us ashamed and angry.
Members of the Finance Committee, you have the power to change that today.

marcus.johnson.pdf

Uploaded by: Marcus Johnson

Position: FAV

**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 Marcus Johnson and I am an Assistant Professor at UMD College Park, where I have worked for 4 years. I call on this committee to issue a favorable report to this bill. The state already grants this right towards 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, but especially to non-tenure track faculty.

I am a fourth-year assistant professor (tenure track) at UMD College Park. I am a young, Black man. I am one of the "lucky ones" because tenure-track positions have become much harder to attain over the last few decades. When I finished my PhD studies in 2017, I received the President's Postdoctoral Fellowship at U Maryland. Along with 3 Black women fellows, we were the inaugural cohort in a program that promised to help advance the careers of young scholars in that very uncertain space between graduate school and the tenure track. Unfortunately, when we got to UMD to do our postdocs, we learned that each of our home departments had unequal knowledge about how to transition postdoctoral fellows into tenure track positions. We would also later learn that our academic departments had unequal interest in helping us to make the transition. This despite the fact that the UMD Presidential Postdoctoral Fellowship Program is modeled after similar programs in the University of California system that provide a direct path from postdoc to the tenure track. Ultimately, my path to landing a tenure track position at UMD came from the institutional influence and the extra efforts of my postdoctoral mentor. And if we contrast this to the experience of the other fellows in my cohort (all women of color), none of whom are at UMD today, we can start to see how gender and racial disparities get created when academic workers are excluded from decision making processes that are critical to career advancement.

If you extrapolate from my experience, we can see how UMD would end up with 1,339 tenured and tenure-track faculty and more than 3,392 full-time PTK faculty. The latter are paid significantly less, with a significantly higher teaching load, and much less job security. From 2014 to 2022, the number of tenure-track faculty fell 6.9%, while the number of non-tenure track faculty rose to 19.3%. UMD also has the second lowest level of gender salary disparity among its peer institutions. Because workers, especially non-tenure track workers, are not allowed to collectively bargain together, UMD misses the mark of achieving equitable outcomes in employment, faculty diversity, and compensation-all values that are embraced by this legislative body and our higher education institutions in the USM.

Members of the committee, this state has for decades viewed collective bargaining between state employees and management as the best way to enroot democracy in our workplaces and public education institutions. The right to collective bargaining has been long recognized not only as a fundamental human right, but it has also in this state been seen as the best method of ensuring that employee voices play a vital role in constructing conditions that govern our workplaces. It is a right granted to many other public higher ed institutions in the county, and indeed to many private, prestigious institutions in our own state. The reasons to exempt 4-year public institutions from this path just no longer make sense. I support collective bargaining rights for all faculty, but especially for non-tenure track

faculty. I, therefore call for a favorable report to this bill.

Sincerely,

Marcus Johnson
Government and Politics
Behavioral and Social Sciences
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This testimony has been submitted on behalf of this individual by the United Academics of Maryland (UAM).

Maryland Senate Finance Committee.pdf

Uploaded by: Marcus Johnson

Position: FAV



NHM

New Harvest Ministries, Inc.

"Reaping a Kingdom Harvest for Christ"

February 3, 2026

Dear Senate Finance Committee,

My name is Bishop Marcus Johnson. I am the Pastor of New Harvest Ministries, in southeast Baltimore, where I have been the pastor for 26 years. I am a proud graduate of Morgan State University and the University of Baltimore. I am a pastor to faculty, students and staff across USM institutions in Baltimore City. Public Universities in Baltimore, like Coppin State, Morgan State, and the University of Baltimore have done so much to improve the lives of everyday working class people. My congregation is a testimony to that. However, I believe these institutions can do more for the community by recognizing the fundamental rights of their faculty to collectively bargain for better wages and working conditions.

I have built my ministry around the teachings of Jesus Christ. As I write this testimony in support of collective bargaining, I reflect on Jesus' teaching in the Gospel of Matthew, "For I was hungry and you gave me something to eat, I was thirsty and you gave me something to drink, I was a stranger and you invited me in. I needed clothes and you clothed me, I was sick and you looked after me, I was in prison and you came to visit me." "Then the righteous will answer him, 'Lord, when did we see you hungry and feed you, or thirsty and give you something to drink? ... 'Truly I tell you, whatever you did for one of the least of these brothers and sisters of mine, you did for me.'" This principle, rooted in justice and humility, is a core rubric for how I live in service to Jesus, by attending first to the voices of the people that our society often ignores, often because of the economic and political power that they are denied in an unjust world.

Applying this principle to the University, I believe "the least of them" refers to the non-tenure track majority of faculty that provide critical labor and service to their students, institutions and communities, many of whom lack job security, liveable wages, and office space. "The least of them" refers to the thousands of faculty across the USM that provide the most essential labor of the university, but lack official recognition of their rights to have a say in their working conditions. They are not "the least" because they matter less to the critical mission of our universities, quite the contrary. They are not "the least" because they labor less. Our non-tenure track faculty often teach more and write more grants out of necessity. They are "the least", only in the sense of the precarious structure under which they labor, semester-after-semester. But, they are also the **most of us** in their numbers. They are **the most of us** in the number of students they teach, the number of papers they grade, the number of hours they commit to labs and research centers across the USM, the amount of service that they do to keep our universities functioning.

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Office: (410) 522-1300 † Fax: (410) 522-1700 † Email: info@newharvest.org

Bishop Marcus A. Johnson, Sr., Senior Pastor † Lady Ronae A. Johnson



NHM

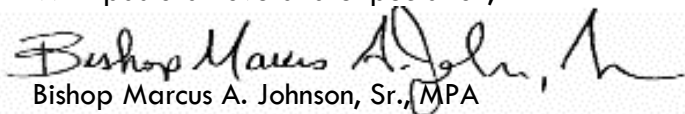
New Harvest Ministries, Inc.

"Reaping a Kingdom Harvest for Christ"

I believe that collective bargaining is a fundamental democratic right that all University faculty and staff should have. This bill makes a tremendous contribution to move us closer to that goal. By recognizing the right of non-tenure track faculty to decide for themselves whether and when to exercise their right to collective bargaining, our state senators and delegates will empower the most of us.

I urge our senators to support SB 6 and our delegates to support HB 106, providing the rights of non-tenure track faculty across the USM to collectively bargain.

With pastoral love and expectation,



Bishop Marcus A. Johnson, Sr., MPA
Senior Pastor

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maria.joao.lobo.antunes.pdf

Uploaded by: Maria Joao Lobo Antunes

Position: FAV

**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 Maria Jo?o and I am an Associate Professor in the Department of Sociology, Anthropology and Criminal Justice at Towson University. I have lived in Maryland for over 20 years now, and am raising all 4 of my children here. I began at Towson as an adjunct professor, teaching at night. I secured a lecturer position in early 2013 and a tenure-track job beginning in August 2015. My experience in different academic roles provides me with a unique perspective on the Bill being proposed. I call on this committee to issue a favorable report to this Bill. The state already grants this right towards nearly every other state

employee, as well as the faculty at our community colleges and the non-academic workforce at our 4 year institutions. All faculty deserve this right, and this bill marks an important step towards addressing some urgent issues in Maryland public higher education.

The Bill is about faculty choice and agency. Those in opposition will rest their argument on the concept of "shared governance." Shared governance does not exist as it depends on the moral compass of those in positions of power. Currently, the system is set-up whereby faculty have little say in shared governance. Administrators can impose conditions without consequence.

Members of the committee, this state has for decades viewed collective bargaining between state employees and management as the best way to enroot democracy in our workplaces and public education institutions. The right to collective bargaining has been long recognized not only as a fundamental human right, but it has also in this state been seen as the best method of ensuring that employee voices play a vital role in constructing conditions that govern our workplaces. It is a right granted to many other public higher education institutions in the country, and indeed to many private, prestigious institutions in our own state. The reasons to exempt 4-year public institutions from this path just no longer make sense, especially as they ultimately impact those we hold to be most important in our professions- the students. This Bill is a first step to affording this right to all faculty. I again therefore call for a favorable report to this Bill.

Sincerely,

Maria Joao Lobo Antunes
Towson University

joan.esmail@gmail.com

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

matthew.miller.pdf

Uploaded by: Matthew Miller

Position: FAV

**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 Matthew Thomas Miller, Assistant Professor of Persian Literature and Digital Humanities at the University of Maryland, College Park (UMD-CP), where I have worked in this role for 8 years. I call on this committee to issue a favorable report.

I am an educator and researcher working at the nexus of Islamic, Persian, and literary studies and digital humanities. I teach brilliant students at UMD-CP in courses on topics ranging from Sufi poetry and Iranian cinema to gender and sexuality in the Islamic world and digital approaches to the study of culture. Teaching is a passion of mine, but I also am a dedicated researcher, publishing widely in my first few years here and bringing in over \$5 million dollars in grants in the last five years alone.

I support the right to collectively bargain because I am deeply concerned about the health of our university system, both at the national and University System of Maryland (USM) levels. Speaking specifically to my own USM institution situation, UMD-CP, which we have studied in depth, how can a university remain a healthy, enriching workplace that provides the state of Maryland with world-leading research and educational outcomes when:

- 1) The fastest rising categories of spending are not the central missions of the university, i.e., to research and educate, but rather the categories dedicated to expanding the top ranks of the university administrative structure.
- 2) Salaries for our faculty (even those who received COLA and merit raises), after adjusted for inflation, actually decreased by 4% between FY 2010-2022. This issue is particularly acute for non-tenure-track faculty, who are paid significantly less than their tenured/tenure-track colleagues.
- 3) Top administrators in the academic and athletic divisions of UMD-CP, who regularly make more than \$300,000 per year, increase their own salaries and number of support staff while telling the faculty and graduate students that "there is no money" for real salary increases, new permanent faculty positions, or professional development funds.
- 4) Universities are allowed to substantially raise their revenues through increasing student enrollment and tuition but then turn around and push more of the institution's teaching responsibilities onto its lowest paid and most precariously employed educators (graduate students and contingent faculty), effectively turning the job of teaching UMD-CP's students into a gig job with the corresponding poverty level of wages.
- 5) University administrations permit almost no faculty oversight of its financial decisions (showing clearly the myth of "faculty governance"), allowing them to do outrageous things, such as at UMD-CP where they charge all students hundreds of dollars in mandatory fees every year that are nothing more than a subsidy for the athletics program. This accounting trick of calling a mandatory student fee a "revenue" stream for the athletics program took nearly \$132.5 million from the pockets of Maryland students and parents between 2013-2020 and it continues until today.

6) These same trends can be seen at the USM level more broadly where non-tenure-track faculty are paid as little as \$2,100 per course (which equals ~\$14/hr for these instructors with the highest professional degree possible, a PhD) and cost of living-adjusted salaries at many USM institutions are among the lowest when compared to peer institutions.

What these data show clearly is that, while perhaps well intentioned, university administrators are increasingly turning USM institutions into big businesses. Collective bargaining for all faculty--but especially non-tenure-track faculty--can aid in checking this administrative overreach and help return USM institutions to their core mission of providing high quality education and innovative research to the state of Maryland. We are educators. We care the most about the quality of education students are receiving and we know what we need best to provide Maryland students with the best education possible. We are researchers. We know what we need to do the best research. Let us advocate for ourselves and our students. Let us help refocus USM institutions and make them the best educational and research institutions possible.

Members of the committee, this state has for decades viewed collective bargaining between state employees and management as the best way to enroot democracy in our workplaces and public education institutions. The right to collective bargaining has been long recognized not only as a fundamental human right, but it has also in this state been seen as the best method of ensuring that employee voices play a vital role in constructing conditions that govern our workplaces. It is a right granted to many other public higher ed institutions in the county, and indeed to many private, prestigious institutions in our own state. The reasons to exempt 4-year public institutions from this path just no longer make sense. I again therefore call for a favorable report.

Sincerely,

Matthew Miller
SLLC
ARHU
matthew.thomas.miller@gmail.com

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

maud.casey.pdf

Uploaded by: Maud Casey

Position: FAV

**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 Maud Casey and I am a professor of English at University of Maryland, College Park, where I have worked for 22 and a half 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.

While all faculty deserve collective bargaining rights, non-tenure-track faculty are among the most vulnerable. At UMD, I teach both large and small undergraduate courses in creative writing and literature. As part of my larger classes, I and my tenure-track colleagues in the Creative Writing Program work alongside graduate teaching assistants. These graduate teaching assistants teach the foundational courses in the sequence of undergraduate creative writing courses, a sequence that constitutes the very popular, and populated, Creative Writing concentration (a concentration chosen by students across departments, many of them STEM majors); Introductory Composition courses, a requirement for almost every undergraduate at UMD; and serve as teaching assistants in the large lecture courses (approximately 150 students per course). In other words, they are essential to the successful functioning of the Creative Writing Program, the English Department, and the University. Without them, the system would fall apart, and yet they are underpaid, especially given the cost of living in the DC area. Collective bargaining would clarify our relationship and allow the graduate teaching assistants to fully appreciate their role as co-workers. They deserve to be paid enough to focus on their studies and to serve as successful mentors and faculty in the courses they are teaching.

My colleagues who are not on the tenure-line receive unequal and inadequate salaries, even though they are often teaching higher course loads. While my department would like to pay our PTK members more, we are constricted by the budget amounts given to us by the College and University. Collective bargaining rights would allow their salary to reflect the high levels of teaching and student support they perform. Finally, collective bargaining would also increase the shared governance at UMD. Currently, this is performed through the University Senate, which can provide some space for discussion, but which serves primarily as an advisory board, in my experience, without full powers to set the university's agenda.

It is through the right to collectively bargain--a right afforded almost all other Maryland Public Employees and USM peer institutions--that all faculty will have the voice they deserve.

Thank you for your time and consideration.

Sincerely,

Maud Casey
English
ARHU
maudcasey@gmail.com

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

mauro.resmini.pdf

Uploaded by: Mauro Resmini

Position: FAV

**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,

Mauro Resmini
School of Languages, Literatures, and Cultures
Arts and Humanities
mauro.resmini@gmail.com

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

melinda.baldwin.pdf

Uploaded by: Melinda Baldwin

Position: FAV

**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 Melinda Baldwin. I am a tenured professor of history at the University of Maryland, College Park. 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. As a faculty member, 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. I am our department's associate chair and in that capacity I supervise PTK (professional track) faculty who teach many of our core survey courses and are responsible for educating hundreds of Maryland students per year. These professional track faculty are constantly being asked to change their course assignments or take on additional teaching to cover gaps, have less representation in shared governing bodies than tenure-track faculty, and have less job security. In spite of those challenges they are some of our most talented and productive employees, who care deeply about the experiences of students at the University of Maryland. We would be substantially worse off without them.

Non-tenure-track and tenure-track faculty alike need collective bargaining rights in order to protect academic freedom at a perilous moment for educators. There is a nationwide, coordinated effort to force out professors whose ideas contradict the conservative political mainstream. In Texas, a philosophy professor was directed to remove Plato from his syllabus because Plato discusses gender; in Oklahoma, a non-tenure-track instructor was fired for giving a poor grade to a science assignment that cited only the Bible as evidence. Although Maryland leaders have championed free speech, collective bargaining would be an added layer of security in the event of federal pressure or extended public harassment campaigns, particularly for more vulnerable untenured faculty members.

It has been my privilege to be part of Maryland's flagship university. The students in my courses are talented, dedicated, and deserve nothing less than a world-class education. Faculty cannot provide that world-class education if they are afraid they will lose their jobs for teaching their subjects. 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.

Sincerely,

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

michael.lavery.pdf

Uploaded by: Michael Lavery

Position: FAV

**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 Michael Lavery, and I am a tenure-track professor in the School of Languages, Literatures, and Cultures at the University of Maryland, College Park. I am working with my colleagues in United Academics of Maryland-University of Maryland, an affiliate of the American Association of University Professors and the American Federation of Teachers, to secure collective bargaining rights for faculty in Maryland's public four-year institutions. Since I began working as an Assistant Professor of Russian at UMD two and a half years ago, I have understood that I am one of only very few Maryland public employees without these rights.

Most of my responsibilities involve the Russian program at UMD. Ours is a small program -- my colleagues currently include one tenured professor, two PTK faculty, and one adjunct instructor. In our program, our PTK faculty teach the majority of lower-level language courses, mentor students (at times both formally and informally), write letters of recommendation, and help organize cultural programming--often without formal recognition in workload calculations. Following the unexpected death of our program head, a tenured professor, in 2024, our program has had to hire an adjunct instructor on a semester-per-semester (or even course-per-course) basis, with renewed hiring subject to budget constraints at the university and school level. Despite this uncertainty, they remain deeply committed to our students and our program. It is difficult to explain to students why the faculty member who teaches them may not know if they will have a job the following semester.

While non-tenure-track faculty are among the most vulnerable, tenure-track faculty are also affected by the absence of collective bargaining. Shared governance at UMD is advisory; final authority rests with senior administrators. Faculty Senate votes can be overturned. Decisions affecting workload, evaluation, and program stability are made without binding faculty input. In a small program like ours, when PTK faculty face instability, it affects our ability to plan curricula, recruit students, and sustain long-term initiatives. Our working conditions are inseparable.

Our department prepares students for careers in government, education, international affairs, and public service. Many of our graduates have gone on to work in federal agencies located in Maryland and Washington, D.C. The stability of our faculty directly impacts the quality of education we provide to the state's students.

It is through the right to collectively bargain--a right afforded to nearly all other Maryland public employees--that faculty will finally have a meaningful voice in decisions that shape our working conditions and, in turn, our students' education. Non-tenure-track faculty deserve stability and dignity. I urge you to support collective bargaining rights for Maryland's public university faculty.

Sincerely,

Michael Lavery
School of Languages, Literatures, and Cultures

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

michele.m.mason.pdf

Uploaded by: Michele M. Mason

Position: FAV

**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 Michele M Mason. I am a tenured professor of Japanese Cultural Studies at University of Maryland, College Park. 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. As a faculty member, I have served as the head of the Japanese Program, the Director of the Center for East Asian Studies and many other roles since arriving in 2007. I have reached across area boundaries with colleagues in German and Film at UMD and with colleagues across my discipline on books and other projects. I am also one of the core committee members for UMD's brand new major Global Cultures and Thought. Even though I have lived in Maryland and devoted myself to teaching young people for 20 years now, 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, and I feel they deserve the protection of certain rights as well. The Japanese program relies heavily on PTK faculty who teach Japanese language from 101 to 302, and we could not offer the degree without them. Because they are dedicated to our program, they often go above and beyond to help students thrive in these demanding 6-credit courses and do not get paid for this labor. They deserve a voice and to be able to put forth proposals for how their job titles/requirements could be improved.

Tenure certainly offers me some degree of safety, but I have been in an increasing number of situations where I am concerned about retributions for speaking up. In particular, the process by which the new Plan of Organization for the School of Languages, Literatures, and Cultures has been muddied and there is widespread concern about who are able to have input. The use of the term "advisory," in particular suggests that we are not full members in making decisions, and has caused some strife and irritations on the part of TTK faculty.

I have been part of union organization since my years as a Ph.D. student. The notion of a university has been denigrated through its intransigent reliance on capitalist models in the past few decades. 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.

Sincerely,

Michele M. Mason
shujikan@yahoo.com

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

michelle.mazurek.pdf

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Position: FAV

**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 Michelle Mazurek and I am a tenured Associate Professor in Computer Science and UMIACS at the University of Maryland College Park, where I have worked for more than 11 years. I also serve as the director of the Maryland Cybersecurity Center, an interdisciplinary research center focused on digital security, privacy, and safety research.

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. As a faculty member, I am one of very few Maryland public employees without these rights.

While all faculty deserve collective bargaining rights, non-tenure-track faculty are among the most vulnerable. Our non-tenure-track faculty play critical roles in teaching and research at the university. Computer science is by far the largest major on campus (more than 3500 undergraduate majors), and our student-faculty ratios are dramatically higher than elsewhere on campus or at peer institutions around the country. Our non-tenure-track lecturers teach our introductory classes, which typically enroll hundreds of students, require managing dozens of teaching assistants, and set the tone and foundation for our students' future success in the major. These lecturers are skilled, committed, full-time professional-track employees and many have been with us for years. Without them, our department literally could not function. However, they remain vulnerable in a number of ways: less access to shared governance, less control over their working assignments, taking on the hardest and least desirable teaching assignments that tenure-track professors don't want, and limited job security even in the face of consistent excellent performance for years. These dedicated professionals deserve the dignity and respect enabled by collective bargaining.

We tenured and tenure-track faculty also need collective bargaining. In computer science, our dramatically large student-faculty ratios create major logistical challenges and extreme service burdens for both tenure-track and professional track faculty, and limit our ability to innovate our curriculum, offer research opportunities to undergraduates, and support broad-based computing education on campus. We also face consistent challenges from a university administration that implements new policies with serious consequences for our daily work and scholarship with minimal input from faculty. Share governance is insufficient - it only covers certain issues, it is primarily advisory, and in many cases the administration simply works around it by issuing "emergency" or "interim" policies without taking faculty input into account. These policies include recent drastic changes to IT governance that significantly restrict the ability of computing faculty to do cutting-edge research in areas like computer security and networking, as well as well-intended but poorly implemented consulting and conflict policies that do not effectively prevent actual abuses but do in practice restrict beneficial activities like providing outside expertise to government agencies in the public interest.

Enacting this bill will help to make progress on these and other critical issues around campus, by enabling non-tenure-track faculty to bargain for better working conditions, which

will allow us to better support the students we serve. It will restore balance to the ideal of shared governance by enabling more constituencies at the university to have an independent, active, and meaningful voice and a seat at the table that cannot be ignored. Members of the committee, we know that collective bargaining is and will continue to be the single most effective way to promote democracy in our workplaces and public institutions. Collective bargaining is a fundamental human right that is already in place and working well at our community colleges, at public colleges and universities around the county, and at prestigious private colleges and universities here in Maryland. Enabling collective bargaining will help our public four-year institutions to thrive, and will allow our dedicated and skilled non-tenure-track faculty to have the voice they deserve.

Sincerely,

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

mircea.raianu.pdf

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Position: FAV

**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 Mircea Raianu. I am a tenured Associate Professor of History at the University of Maryland, College Park. 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. We are one of very few Maryland public employees without these rights.

In our department, non-tenure-track (non-TT) faculty are some of the most popular and beloved teachers. They carry the heaviest burden of staffing our introductory lecture courses, playing a crucial role in recruiting new majors and enhancing student satisfaction throughout all four years of the curriculum. They teach more courses and students per year than most tenured or tenure-track faculty. If you have in mind the idea of a 'college professor' an undergraduate is likely to encounter in their first or second year Gen Ed History course, they often turn out to be a non-TT instructor. I have witnessed firsthand their centrality to our educational mission in my role as Director of Undergraduate Studies. Put simply, without our non-TT colleagues, this department and much of our university could not function. And yet they find themselves on the front lines of budget cuts with no real protections or safeguards and remain excluded from meaningful shared governance. They never know if or when their contracts will be renewed or course loads modified. Collective bargaining would provide non-TT faculty the security they need and deserve to continue doing their jobs, which they are doing so well! It is not only a fundamental right but also a smart investment in human capital for the state of Maryland.

Of course, even tenured and tenure-track faculty are not exempt from the pressures of this moment, financial and otherwise. We may have formal access to shared governance, but don't have much space to contest the priorities of university leadership. Opportunities for open discussion and up-or-down votes in bodies such as the Senate, where I have served for the past three years, are limited. Tenure is nice to have, and we are grateful for it. But it is increasingly not enough as programs face cuts, academic freedom is under attack, and the entire educational landscape is rapidly shifting with the advent of artificial intelligence. These challenges must be faced together, regardless of our status. We are all in the same boat and contribute to making our public university system (still) one of the best in the world. Our remarkable expertise and skill can only be fully leveraged if our employment is as secure as possible.

Collective bargaining--a right afforded almost all other Maryland public employees and USM peer institutions--should therefore be extended to all faculty in College Park, beginning with non-tenure-track faculty.

Sincerely,

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

miriam.desharnais.pdf

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Position: FAV

**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 Miriam DesHarnais. I am a tenured faculty librarian at Towson University. I am working with my colleagues and AFT Maryland to secure collective bargaining rights for non-tenure track faculty. University faculty are some of the very few Maryland public employees without collective bargaining rights.

While all faculty deserve collective bargaining rights, this bill will provide these rights to non-tenure -track faculty. My non-tenure track faculty colleagues are just as qualified as I am. Adjunct faculty have completed long courses of study to become experts in their fields. They are often extremely experienced academics and instructors who have doctoral degrees, years of teaching knowledge and strong professional networks. Our students do not know the difference between tenure-track and non-tenure-track faculty. To them their professor is their professor. Unfortunately, adjunct faculty, while offering equal value to students, are generally given heavy courseloads, large class sizes, lower pay, no job security and less support for their work. This is unfair to adjuncts, which should be reason enough to allow them collective bargaining rights. But when working conditions for adjuncts suffer all Maryland citizens should be concerned. We want our state's students to get the best possible education, meaning we do not want high instructor turnover, overworked faculty or burned out leaders and mentors at a time our post-secondary students need stability most.

Without collective bargaining rights faculty lack voice, be they tenured or not. Shared Governance (our Academic Senate) is not a substitute for collective bargaining, as it only covers certain issues and its role is advisory. Ultimately administrators make the final decisions, no matter how unified departmental faculty are on an issue. Even when non-tenure-track faculty are allowed to be involved with shared governance, there are barriers to participation - they have heavy courseloads, may need to work as an adjunct at multiple institutions to afford housing and healthcare, and have to consider their job security before speaking up publicly. Because adjuncts generally do not feel they can speak up forcefully and publicly when something is not working, university decision-makers may miss out on early insights regarding ways a given change (such as increasing the maximum number of students per course) affects the educational experience. In this way, lack of voice for non-tenure-track faculty can impact working conditions for all university faculty.

To conclude, I am proud of my university, my colleagues and our students - part of what makes Towson University special is our focus on our students. Allowing non-tenure-track faculty access to collective bargaining to improve their working conditions is imperative if we want to look after innovation and teaching on campus and as a state. To fight against any faculty having the right to organize is to show a fundamental mistrust of public educators who have, in fact, earned the public's trust. When faculty voices are heard clearly, and backed by the power of collective bargaining, the decision-making process on campuses becomes more equitable and transparent, to the benefit of our students.

Sincerely,

Miriam DesHarnais

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

mirma.johnsonmajors.pdf

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Position: FAV

**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 Dr. Mirma Johnson-Majors. I am an adjunct professor at Coppin State University, where I have taught for nine years and currently serve as President of the Adjunct Confer Committee. I mentor students across programs and work closely with colleagues to support student success. I am working with my colleagues and AFT Maryland to secure collective bargaining rights for adjunct faculty through this bill. As faculty, we are among the very few Maryland public employees without these rights. I ask the committee for a favorable report for this bill.

As a non-tenure-track adjunct, I teach, advise, and mentor students while balancing semester-to-semester contracts. I regularly attend and contribute to numerous committee meetings and campus initiatives, yet I am not compensated for the substantial time those responsibilities require. For the past three years, I have experienced recurring on-time payment problems, which create financial instability for me and others in similar positions. Despite nine years of service and deep commitment to students and Coppin State University, I have little job security, limited pay, and no reliable protection for the work I perform outside the classroom.

Adjunct faculty lack a meaningful voice in decisions that affect our working conditions and our students' learning. Shared governance, where it exists, is advisory and covers only a narrow set of issues; administrators retain final authority. On many campuses, NTT faculty are excluded from shared governance entirely, and on others, our participation is limited and advisory only. These structures do not provide the enforceable protections or bargaining power needed to address chronic problems such as late pay, uncompensated committee work, and unstable contracts.

To conclude, Coppin State University plays a vital role in educating Maryland's students and advancing community engagement and opportunity. Adjunct faculty are essential to that mission: we teach large numbers of students, mentor those who need extra support, and serve on committees that keep the university functioning. Yet we often do this under precarious conditions--semester-to-semester contracts, delayed pay, and uncompensated service. It is through the right to collectively bargain, a right already afforded to almost all other Maryland public employees and to peer institutions in the University System of Maryland, that NTT faculty will gain the voice we deserve. Collective bargaining will enable us to secure fair pay, timely compensation, reasonable workloads, and a stronger, more stable environment in which to support our students and advance the mission of Coppin State University. I ask the committee for a favorable report for this bill.

Thank you for your time.

Sincerely,

Mirma Johnson-Majors
President of the Adjunct Confer Committee
Coppin State University

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

mohammad.bazargan.pdf

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Position: FAV

**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 Mohammad Navid Bazargan, and I am a full-time non-tenure-track faculty member (PTK) teaching Persian Literature and Modern Iranian Studies at the University of Maryland, College Park. I am writing as a faculty member who is deeply committed to teaching, research, and service, yet who works under conditions of significant professional and economic insecurity.

At present, I teach five different courses across classical and modern Persian literature as well as modern and contemporary Iranian studies. In addition to my teaching responsibilities, I serve as the editor-in-chief of an academic journal, advise undergraduate and graduate students--including students in ASF programs--and actively contribute to the intellectual and cultural life of the university. My workload is substantial and demanding, comparable in many ways to that of tenure-track faculty, yet without comparable protections or stability.

Despite these responsibilities, I face serious job insecurity. There is ongoing uncertainty about whether the funding allocated to my position will continue beyond the current semester. My compensation does not adequately support a family of four, even as I shoulder a heavy instructional and service load. Like many non-tenure-track faculty, I receive limited recognition for preparation time, research, and service, despite their centrality to the university's mission.

Equally concerning is the lack of meaningful voice in decisions that directly affect my work and livelihood. While shared governance exists in theory, it is limited in scope, advisory in nature, and does not provide enforceable protections. Non-tenure-track faculty often lack real access to departmental, college, or university-level decision-making, and even when faculty bodies express clear positions, final decisions rest with senior administrators. Shared governance, as currently structured, is no substitute for collective bargaining.

Non-tenure-track faculty bring immense value to the University of Maryland. We teach core courses, mentor students closely, sustain specialized programs, and provide continuity and care--often serving as the primary point of contact for students navigating complex academic and personal challenges. We do this work with dedication and professionalism, despite lower pay, heavier teaching loads, limited job security, and unclear evaluation processes. Our commitment is not diminished by these conditions--but it is made far more precarious by them.

The University of Maryland plays a vital role in the intellectual, cultural, and civic life of the state. I am proud to serve my students, my institution, and the broader Maryland community. Supporting faculty--especially non-tenure-track faculty--through fair labor practices is essential to sustaining this mission.

It is through the right to collectively bargain--a right afforded to nearly all other Maryland public employees and faculty at peer institutions--that non-tenure-track faculty can finally have a meaningful voice in shaping our working conditions and our future. Collective bargaining is not a privilege; it is a necessary mechanism to ensure fairness, transparency, and dignity for those who carry out the core educational mission of our public universities.

Thank you for your attention and for your support of faculty, students, and the future of higher education in Maryland.

Sincerely,

Mohammad Bazargan
SLLC University of Maryland
navid_bazargan@yahoo.com

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

nicholas.callahan.pdf

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Position: FAV

**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 Nicholas Callahan. I am a full-time assistant research scientist at University of Maryland, College Park. My designation is professional track (PTK) faculty. 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 at IBBR Shady Grove, I am one of only very few Maryland public employees without collective bargaining rights.

I work on research collaborations between College Park and the federal Department of Commerce. Beyond the value of the research itself, part of my responsibilities is to train undergraduate students and interns in biotechnology techniques, in order to build the biotech workforce in Maryland. My position is vulnerable to recent instability in federal funding and to rising costs, both for our laboratory facilities and my personal expenses. Our institute's facilities budget is insufficient to maintain a functional biological lab environment. The last raise for university employees were insufficient to keep up with the rising cost of housing and groceries. I am at a diminished capacity to do my job and at threat of being priced out of the DMV area. I am not unique; with disruptions to federal funding, Maryland is in danger of a scientific brain drain.

Additionally, federal skepticism towards virology and vaccine development means that essential biotechnology work is now threatened. I believe that this is no different from any other academic freedom issue. A broad standard must be set and defended. To that end, both tenure and non-tenure faculty need the job protections afforded by a collective contract in order to maintain academic freedom. This is a matter of not only academic ethics, but economic and medical impact.

PTK faculty need a strong voice in the budget priorities of their home institutions now more than ever. The College Park Faculty Senate is only capable to issues non-binding recommendations. We need a collective bargaining unit to give our voices weight in the budgeting conversation and to secure academic freedom.

Sincerely,

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

nicole.king.pdf

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Position: FAV

**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 Nicole King and I am a professor in the Department of American Studies at UMBC, where I have worked for 19 years. I call on this committee to issue a favorable report to this bill. The state already grants the right of collective bargaining towards nearly every other state employee, as well as the faculty at our community colleges and the non-academic workforce at our four-year institutions. It is clear that this right should be extended to all higher ed workers in Maryland, especially our non-tenure-track colleagues.

When I started as a graduate student working on my Ph.D. in American Studies in 2001 at the University of Maryland, College Park, I taught various undergraduate courses that sustained my department and the university. My stipend was \$12,000 with tuition remission. I had to take out loans to pay my rent and afford to live in the D.C. metro area. Once I saw the overlooked but important work of graduate students and lecturers at UMCP, I joined Graduates, Adjuncts, and Lecturers Organized Labor (GALOL). We were affiliated with the American Federation of Teachers (AFT) at the time. While teaching and doing research, I learned about organizing and spent many evenings and weekends talking with my fellow graduate students about our right to organize and how it would directly improve our lives. I co-chaired GALOL from 2002 - 2004 and learned more about the real importance for labor organizing and workers rights in higher education across the nation. After the five years of funding for my assistantship, I taught at Towson and UMBC as an adjunct for wages lower than \$3,000 per class. I had to pay high rates on COBRA not to lose my health benefits. This was a terrible financial situation that I could not have survived if I was not married and living in a two-income house at the time. When I started at UMCP in 2001 the GA stipend was \$12K. That is what GAs at Morgan State University make today, which is poverty wages.

In 2008, I was lucky to be hired as an assistant professor at UMBC right after finishing my P.D. but my salary was only \$56,000. As I received tenure, I noticed an extreme compression of wages-new faculty coming in making more than those of us who had been loyal employees for many years. Nothing in our faculty senate addressed these issues. They were addressed on an individual basis or by taking all the time to get another job and retention offers for jobs no one really intended to take-another problem of the lack of voice in our working conditions. This causes USM to lose many excellent workers to other states with unionized faculty.

Finally, as chair of my department from 2015-2022, I saw the economics of how adjunct and contingent faculty make the institutions of higher education work without anything near fair compensation. Furthermore, as co-chair of the Committee on Departments, Programs, and Center with the American Studies Association (ASA), I saw how unionized faculty and graduate students at peer institutions had far better working conditions than non-union workers at USM. If USM wants to compete on a national and a global scale, we must offer the right to organize to staff, faculty, and graduate students. It is shameful that I've been in this fight for over 20 years and we have not achieved this basic right. It is time to make a change. All state employees deserve the right to collective bargaining and to have a say in our working conditions. The student experience, equity in higher ed, and the quality of our institutions will benefit. This is especially important as other states (and potentially our

own one day) are engaged in deeply unfair and conservative battles to dismantle public higher education.

Members of the Committee, this state has for decades viewed collective bargaining between state employees and management as the best way to promote democracy in our workplaces and public institutions. The right to collective bargaining has long been recognized as not only a fundamental human right, but also as the best method of ensuring that employee voices play a vital role in constructing conditions that govern our workplaces. It is a right granted to many other public higher ed institutions in the nation, and indeed to many private, prestigious institutions in our own state. The reasons to exempt four-year public higher ed institutions from this path make no sense. I again therefore call for a favorable report to this Bill.

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.

Sincerely,

Nicole King
American Studies
CAHSS at UMBC - UMD alum
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This testimony has been submitted on behalf of this individual by the United Academics of Maryland (UAM).

nicole.morse.pdf

Uploaded by: Nicole Morse

Position: FAV

**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 Nicole Morse and I am a tenured professor in the Language, Literacy, and Culture program at University of Maryland Baltimore County. I am working with my colleagues in our chapter of the American Association of University Professors (AAUP), affiliated with the American Federation of Teachers (AFT), to secure collective bargaining rights for faculty in Maryland's public four-year institutions. While all faculty deserve bargaining rights, I fully support SB 6, collective bargaining for non-tenure track faculty.

I have only been in Maryland for two years, and I was shocked to learn that as a faculty member, I am one of only very few Maryland public employees without these rights. Previously, I taught for 6 years in Florida, where our collective bargaining rights were vital to our ability to advocate for ourselves and our students. Maryland faculty deserve collective bargaining rights.

As a tenured faculty member, I believe that collective bargaining rights are crucial to me and my fellow tenured faculty members, but our colleagues without the possibility of tenure are particularly vulnerable and this legislation would address their need for control over their conditions of employment - which are their students' conditions for learning. Tenure exists to protect research faculty from political pressure around our research, and tenure-track faculty usually spend more time on research than our non-tenure track colleagues.

As a result, non-tenure track faculty typically teach more classes, and have more students, than tenured and tenure-track faculty. The university couldn't operate without these faculty, but they often have short term contracts, low pay, even as they do the bulk of the teaching work at the university. Like other State employees, non-tenure track faculty deserve the right to bargain collectively around issues that impact their labor and their students' learning experience.

Ultimately, I believe that all Maryland faculty should have collective bargaining rights. The current system is set up to reward a few lucky individuals who are able to get sweetheart deals for themselves, while the rest of the faculty who research and teach at our state universities are subject to the whims of the administration. In Florida, we saw all too clearly how necessary a strong union can be when we faced program cuts that were politically motivated. Because of our faculty union, we were able to protect some targeted classes, and ensure that students still had opportunities to learn about topics that the government was trying to censor.

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 ability to advocate for ourselves and our students.

Sincerely,

Nicole Morse
Language, Literacy, and Culture Program

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

nicole.steinberg.pdf

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Position: FAV

**Written Testimony Submitted to the
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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 Nicole Steinberg. I am a Maryland resident and a part-time, non-tenure track (adjunct) professor of musicology at the University of Maryland, College Park (UMD). I am also an adjunct faculty member at Towson University, another institution within the University System of Maryland (USM). 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. While most Maryland public employees have the right to collectively bargain, faculty like me remain among the few who do not. This lack of basic workplace rights affects my livelihood, my students, and higher education in Maryland as a whole.

As a non-tenure track faculty member, I am among the most vulnerable workers of the university system. Like many adjunct faculty, I have had to teach as many as five courses per semester across two different USM institutions simply to make ends meet. At UMD, I am paid less than \$5,300 per course per semester (before taxes) for 15-16 weeks of instruction. This pay is intended to cover course preparation, classroom instruction, supervision of teaching assistants, grading, student support, and administrative work. In reality, it does not even come close. For each course, I routinely work at least 20 hours per week. When this labor is calculated hourly, it amounts to roughly \$17 per hour for highly specialized work requiring an advanced degree, professional expertise, and constant evaluation. At Towson, the pay is even lower (around \$4,500 per course). Furthermore, at Towson I teach with no teaching assistants, which means more grading and unpaid labor. Universities increasingly rely on adjuncts and other non-tenure track faculty to provide a significant portion of university instruction at an embarrassingly low cost. To put it plainly, we are treated as cheap labor. The expectations placed on us for our essential work are high, and the financial support offered is minimal.

The low pay is just facet of the problem. Adjunct faculty face other inequities that make the job even more unsustainable. We have limited or no access to affordable health insurance in comparison to full-time faculty and staff. We are not guaranteed office space, which prohibits our ability to meet privately with students or do professional work. We are often given unpredictable work assignments, as courses may disappear from one semester to the next. Furthermore, budgets for adjunct instruction are often the first to be cut. This instability makes long-term planning (financial, professional, and personal) extremely difficult. Most importantly, it impacts students, who depend on consistent instruction, mentoring, and continuity within their academic programs.

I am deeply committed to academia. As an early-career scholar, I am working to build the teaching, research, and publication record necessary to complete for a future tenure-track position. The economic reality of adjunct labor, however, makes this nearly impossible. To survive, I must accept heavy teaching loads across multiple campuses, leaving little time for the research, writing, and professional development that universities themselves expect from those seeking long-term academic careers. This creates a vicious cycle: adjunct faculty are expected to be excellent educators and scholars, yet the system denies us the stability and

support we need to remain competitive and thus improve the reputation of the university.

Despite these challenges, I remain committed to my students and to the mission of public higher education. I have taught musicology and ethnomusicology courses for majors and non-majors, in person and online, including introductory surveys, advanced twentieth- and twenty-first-century topics, and writing-intensive seminars. My courses situate music within broader social, political, and urban contexts, while emphasizing critical listening, strong writing, and interdisciplinary and multicultural perspectives. I design multi-faceted syllabi, create inclusive learning environments grounded in respect and equity, and support students with diverse backgrounds and learning goals. I substantially contribute to the educational missions and reputations of USM institutions.

As an adjunct faculty member, however, I lack meaningful access to shared governance. I do not have the opportunity to contribute to the decisions that shape our work and our students' learning, including budget priorities, work assignments and teaching loads, job security and reappointment systems, salary structures, and evaluation procedures. These decisions are of the utmost importance to the stability of programs, and yet they are being made without meaningful input from a portion of the faculty who do so much of the teaching.

Non-tenure track faculty are asking for the basic workplace rights that most Maryland public employees already have. Collective bargaining is one of the most effective ways to protect democratic values in public institutions. Most importantly, improving the working conditions of non-tenure track faculty directly improves learning conditions for students. When instructors are stable, supported, and able to plan for the future, students benefit through stronger advising and consistency in the quality of educational instruction.

Thank you for your time and consideration.

Sincerely,

Nicole Steinberg
Musicology & Ethnomusicology
Arts & Humanities
nikkisteinberg@gmail.com

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

nina.randazzo.pdf

Uploaded by: Nina Randazzo

Position: FAV

**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 Nina Randazzo, and I am an assistant research scientist at University of Maryland's Earth System Science Interdisciplinary Center (ESSIC). I call on this committee to issue a favorable report to this Bill. The state already grants the right of collective bargaining towards nearly every other state employee, as well as the faculty at our community colleges and the non-academic workforce at our four-year institutions. It is clear that this right should be extended to all higher ed workers in Maryland.

My colleagues and I research the use of satellites and other observational systems to monitor carbon emissions. This work helps us to identify emissions sources for which society does not already have extensive data: methane emissions from landfills and urban natural gas infrastructure, or carbon dioxide emissions from major traffic corridors. This data will allow legislators such as yourselves to construct more effective emissions mitigation policies and, importantly, to monitor how well your policies are working.

We face several challenges in our work that could be alleviated through the right of collective bargaining. We are professional track faculty and are therefore ineligible for tenure, and our contracts are often constructed on a year-to-year basis. Greater job security would allow us to plan more extensive research projects, which can span years. Further, many of us (such as myself) operate on cooperative agreements through federal agencies such as NASA and NOAA. As the federal executive branch attacks climate science, we want to ensure that the University of Maryland will protect our academic freedom so that we can continue our crucial research. Collective bargaining would allow us to negotiate greater protections on this front.

For the above reasons, and with solidarity with other researchers, professors, and lecturers who do the important work of creating knowledge and training the next generation of critical thinkers, I call for a favorable report to this Bill.

Sincerely,

Nina Randazzo
CMNS
ninarandazzo7@gmail.com

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

pamela.feldersmall.pdf

Uploaded by: Pamela Felder-Small

Position: FAV

**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 Pamela Felder-Small and I am Alumna and Former Faculty member, Associate Professor, of the University of Maryland Eastern Shore, where I worked for three years, 2014-2017. I call on this committee to issue a favorable report to this Bill. The state already grants this right towards 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.

At this time my testimony is from the perspective of a former faculty member. I will state that this bill is critically important to support the work of faculty in ways that strengthen our state institutions and the United States.

Members of the committee, this state has for decades viewed collective bargaining between state employees and management as the best way to enroot democracy in our workplaces and public education institutions. The right to collective bargaining has been long recognized not only as a fundamental human right, but it has also in this state been seen as the best method of ensuring that employee voices play a vital role in constructing conditions that govern our work places. It is a right granted to many other public higher ed institutions in the county, and indeed to many private, prestigious institutions in our own state. The

reasons to exempt 4-year public institutions from this path just no longer make sense. I again therefore call for favorable support of this Bill.

Sincerely,

Pamela Felder-Small
UMES
pamela.felder@gmail.com

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

patrick.chung.pdf

Uploaded by: Patrick Chung

Position: FAV

**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 Patrick Chung. I am a tenure-track assistant professor of history at University of Maryland, College Park. 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. As a faculty member at the university for nearly a decade, I am one of only very few Maryland public employees without these rights.

Given the political uncertainty for those in higher education (and the DC area more specifically), I believe it is more important than ever for all public employees to be empowered and enfranchised, not only to fight for my own rights but that of others. As a tenure-track faculty member, I can attest to the importance and precarity of non-tenure-track faculty. In my department, non-tenure track faculty play a critical role in undergraduate education, including teaching many of our largest lecture classes. Despite their contributions, these faculty are not afforded sufficient pay or job security. Often, they are forced to teach unreasonable amounts in order to make ends meet. This means our non-tenure-track colleagues are overworked to the point that student instruction may suffer.

Collective bargaining rights for tenure-track faculty are also critically important. I believe that faculty need to have a say in how the university responds to the politically-motivated assaults on higher education and the resulting budgetary pressures. Throughout my time at UMD, I have been troubled by the lack of transparency about how money is spent and why. As the university navigates the coming political and financial turmoil, collective bargaining rights will allow tenure-track faculty not only to fight for our own interests but also to ensure that academic and educational priorities remain at the center of the university's budgetary calculus.

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.

Sincerely,

Patrick Chung
patrik.chung@gmail.com

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

SB6_MSEA_Lemle_FAV.pdf

Uploaded by: Paul Lemle

Position: FAV

FAVORABLE
Senate Bill 6
State Personnel-Collective Bargaining-Nontenure Track Faculty

Finance
February 05, 2026
1:00 pm

Paul Lemle
Government Relations

The Maryland State Education Association supports Senate Bill 6. This legislation would extend collective bargaining rights to nontenure track faculty at the University System of Maryland, Morgan State University, and St. Mary's College of Maryland. We strongly support the expansion of collective bargaining rights to these workers.

MSEA represents 76,000 educators and school employees who work in Maryland's public schools and community colleges, teaching and supporting our almost 900,000 K-12 students so they can pursue their dreams. MSEA represents more than 44 local affiliates in every county across the state of Maryland, and our parent affiliate is the 3-million-member National Education Association (NEA).

For far too long, many workers in Maryland's public sector have been unable to enjoy the freedom to collectively bargain through their unions. Maryland's development of public sector collective bargaining for workers has been piecemeal, incremental, and insufficient to meet the needs of working families, especially when compared to other states' public sector collective bargaining systems.¹ Senate Bill 6 makes meaningful progress to correct this historical error, by extending collective bargaining rights to nontenure track faculty.

¹ Maryland State Labor Boards, *Public Schools, Higher Education, State Employees*, slides 7-8 (2014) (noting the development of public sector collective bargaining for certain state employees and higher education employees developed from 1996 – 2012), retrieved from: <https://laborboards.maryland.gov/wp-content/uploads/sites/9/2014/05/Powerpoint-for-Shanghai-Delegation-Feb-2013.pdf>; See also, Jimmy Tarlau, *Many Workers in Md. Don't Have the Right to Form a Union. That Needs to Change*, Maryland Matters (May 20, 2021), <https://www.marylandmatters.org/2021/05/20/jimmy-tarlau-many-workers-in-md-dont-have-the-right-to-form-a-union-that-needs-to-change/>.



Nontenure track faculty play a vital role in delivering high-quality education to students across Maryland. Despite their significant contributions, these faculty members often face precarious working conditions, low pay, and limited benefits. By granting them collective bargaining rights, Senate Bill 6 aims to ensure that the specific needs and concerns of nontenure track faculty are addressed and that they have a strong voice in the decision-making process.

There is a long practice of collective bargaining in institutions of higher education across the country that demonstrates the success and flexibility of collective bargaining. In California, New Jersey, New York, Michigan, Massachusetts, Illinois, and Washington, nontenure track faculty have collectively bargained for better working conditions, benefits, and compensation. Senate Bill 6 would ensure that nontenure track faculty at the University System of Maryland, Morgan State University, and St. Mary's College of Maryland would have a strong voice in negotiating the terms and conditions of their employment.

Every worker, whether they are in the private sector or the public sector, deserves a seat at the table with their employer to discuss their working conditions. The dignity of labor requires that all workers be able to enjoy the fundamental right to collectively bargain with their fellow workers. There is no rational basis to continue to deny or delay collective bargaining rights for workers, including nontenure track faculty. We continue to urge lawmakers to enact policies that lift up the voices of workers and recognize the dignity of labor. This legislation is a vital step towards fairness and equity.

We urge the committee to issue a Favorable Report on Senate Bill 6.

SB6_MSEA_Lemle_FAV.pdf

Uploaded by: Paul Lemle

Position: FAV

FAVORABLE
Senate Bill 6
State Personnel-Collective Bargaining-Nontenure Track Faculty

Finance Committee
February 05, 2026
1:00 pm

Paul Lemle
Government Relations

The Maryland State Education Association supports Senate Bill 6. This legislation would extend collective bargaining rights to nontenure track faculty at the University System of Maryland, Morgan State University, and St. Mary's College of Maryland. We strongly support the expansion of collective bargaining rights to these workers.

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For far too long, many workers in Maryland's public sector have been unable to enjoy the freedom to collectively bargain through their unions. Maryland's development of public sector collective bargaining for workers has been piecemeal, incremental, and insufficient to meet the needs of working families, especially when compared to other states' public sector collective bargaining systems.¹ Senate Bill 6 makes meaningful progress to correct this historical error, by extending collective bargaining rights to nontenure track faculty.

¹ Maryland State Labor Boards, *Public Schools, Higher Education, State Employees*, slides 7-8 (2014) (noting the development of public sector collective bargaining for certain state employees and higher education employees developed from 1996 – 2012), retrieved from: <https://laborboards.maryland.gov/wp-content/uploads/sites/9/2014/05/Powerpoint-for-Shanghai-Delegation-Feb-2013.pdf>; See also, Jimmy Tarlau, *Many Workers in Md. Don't Have the Right to Form a Union. That Needs to Change*, Maryland Matters (May 20, 2021), <https://www.marylandmatters.org/2021/05/20/jimmy-tarlau-many-workers-in-md-dont-have-the-right-to-form-a-union-that-needs-to-change/>.



Nontenure track faculty play a vital role in delivering high-quality education to students across Maryland. Despite their significant contributions, these faculty members often face precarious working conditions, low pay, and limited benefits. By granting them collective bargaining rights, Senate Bill 6 aims to ensure that the specific needs and concerns of nontenure track faculty are addressed and that they have a strong voice in the decision-making process.

There is a long practice of collective bargaining in institutions of higher education across the country that demonstrates the success and flexibility of collective bargaining. In California, New Jersey, New York, Michigan, Massachusetts, Illinois, and Washington, nontenure track faculty have collectively bargained for better working conditions, benefits, and compensation. Senate Bill 6 would ensure that nontenure track faculty at the University System of Maryland, Morgan State University, and St. Mary's College of Maryland would have a strong voice in negotiating the terms and conditions of their employment.

Every worker, whether they are in the private sector or the public sector, deserves a seat at the table with their employer to discuss their working conditions. The dignity of labor requires that all workers be able to enjoy the fundamental right to collectively bargain with their fellow workers. There is no rational basis to continue to deny or delay collective bargaining rights for workers, including nontenure track faculty. We continue to urge lawmakers to enact policies that lift up the voices of workers and recognize the dignity of labor. This legislation is a vital step towards fairness and equity.

We urge the committee to issue a Favorable Report on Senate Bill 6.

rachel.bailey.pdf

Uploaded by: Rachel Bailey

Position: FAV

**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 Rachel Bailey. I am a full-time non-tenure-track professor of Communication at 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 Maryland resident and faculty member with the title of Lecturer, I am one of only very few Maryland public employees without these rights.

I could provide various claims explaining why all faculty deserve collective bargaining rights and why non-tenure-track faculty are among the most vulnerable because tenure is not available to us, but the bottom line is that elite Maryland politicians are alienating themselves from a large group of constituents, and I don't understand why. What does Maryland stand to lose if it supports the democratic rights of a group of the Maryland workforce to protect itself from a dangerous power imbalance between employers and employees.

The right to collectively bargain is a right afforded almost all other Maryland Public Employees and USM peer institutions. It is a right we all deserve because we are all Marylanders, and supposedly this state leaves no one behind.

Sincerely,

Rachel Bailey
Communication
Arts and Humanities
rachel@penwancomm.com

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

SB6_Ray Baker_FAV

Uploaded by: Ray Baker

Position: FAV

**Written Testimony from Ray Baker, Adjunct Professor, Towson University
Submitted to the Maryland Senate Finance Committee
SB 6 - State Personnel - Collective Bargaining - Nontenure Track Faculty
February 5, 2026**

FAVORABLE

Chair Beidle, Vice Chair Hayes and committee. I write to urge you all to issue a favorable report to SB6-Collective Bargaining for Non-Tenure Track Faculty. This begins to level the playing field for academic workers who will now have the same rights as other state employees. It is not lost on any of us how abhorrent many in our General Assembly believe the federal policies emanating out of Washington DC under the current administration are. Quite a number of senators commit to doing everything in their power to protect Marylanders from ill conceived and frankly mean policies of the administration. This should extend to workers, particularly non tenure track academic workers whose commitment to academic honesty, integrity, and freedom deserve the protection of a collective bargaining agreement.

Moreover, adjuncts are a vital part of the university community, namely when we note on some USM campuses adjuncts and other nontenure faculty make up a larger share of teaching professors than do full time tenure track faculty. As adjuncts, our reward for the immense responsibility of educating our best and brightest in Maryland is job instability with semester-to-semester contracts. As adjuncts, we lack job security, academic freedom, and compensation commensurate with our societal responsibility.

Lastly, I invite us to consider the national values that many of us hold so dear. As we see agreed upon norms get ignored and discarded daily, we are reminded of the value of agreements and contracts. What is a fair agreement if both parties aren't able to meaningfully exchange their preferred terms of the agreement. Refusing to grant collective bargaining rights to academic workers broadly, but non tenure track professors specifically is a betrayal of one of the oldest and most sacred values of our country. If nowhere else in the nation is better than this, we should expect the state of Maryland to be. This is why I urge a favorable report on SB6 and invite you all to produce policy that matches our stated values.

renee.hill.pdf

Uploaded by: Renee Hill

Position: FAV

**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 Dr. Renee Hill. I am a full-time professional track (PTK) faculty member at the University of Maryland, College Park, where I am honored to serve as a Principal Lecturer and Associate Dean. I have worked at the university for 10 years, during which time I have contributed to teaching, service, program development, and administrative activities that directly support the university's mission and its students. I am working alongside my colleagues in United Academics of Maryland (UAM), to secure collective bargaining rights for faculty in Maryland's public four-year institutions. Despite the essential work we do, PTK faculty remain among the very few public employees in Maryland without the right to collectively bargain.

While all faculty deserve collective bargaining rights, PTK faculty are among the most vulnerable. Like many professional track faculty, I work under fixed-term contracts with no guarantee of renewal. This lack of job security is not theoretical. It is a constant presence that shapes every decision we make, including whether to raise concerns, ask questions, or advocate for ourselves or our students. Our working conditions are often defined by uncertainty: unclear expectations, limited transparency, and decisions that can be made with little notice and no meaningful faculty input. Collective bargaining would not eliminate these pressures, but it would provide baseline protections and a measure of stability during our contract periods.

PTK faculty also often lack a meaningful voice in university decision-making. While shared governance exists, it is limited in scope, advisory in nature, and ultimately subject to reversal by senior administrators. Professional track faculty often have unequal or inconsistent access to these governance structures at the department, college, and university levels. As a result, decisions that directly affect our livelihoods are frequently made without us. A recent example was the university's consideration of ending remote work options for faculty. As a remote faculty member, this prospect was deeply unsettling. The process was marked by a lack of transparency, limited communication, and no meaningful effort to seek input from those most impacted. Remote faculty were effectively isolated across units, making it difficult to organize or even share information. When I attempted to seek clarity directly from senior leadership, I was met not with dialogue, but with hostility. Experiences like this underscore how dangerous it is to lack collective protections.

Despite these challenges, PTK faculty provide enormous value to the University of Maryland and to the state. We teach core courses, mentor students, design programs, support community partnerships, and sustain institutional continuity. We do this work with dedication and professionalism, even while facing lower pay, heavier workloads, and minimal job security. Our commitment is not in question; what is missing is a system that recognizes our contributions and affords us basic workplace rights. The University of Maryland plays a vital role in educating Maryland's students and serving the broader community. Supporting the faculty who carry out this mission strengthens not only the institution, but the state as a whole!

It is through the right to collectively bargain--a right afforded to nearly all other

Maryland public employees and many peer institutions--that PTK faculty can finally have a meaningful voice, fair protections, and a more secure foundation from which to serve our students and our university. I urge you to support collective bargaining rights for faculty in Maryland's public four-year institutions.

Sincerely,

Renee Hill
reneefhill@gmail.com

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

rianna.walcott.pdf

Uploaded by: Rianna Walcott

Position: FAV

**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 Rianna Walcott and I am a tenure track Assistant Professor of Communication at the University of Maryland where I have worked for 2.5 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. The state already grants the right of collective bargaining towards nearly every other state employee, as well as the faculty at our community colleges and the non-academic workforce at our four-year institutions. Prior to moving to the US education system for my postdoc just over three years ago I was a PhD candidate in the UK, where collective bargaining amongst university faculty - and separately, among students - is a given, through the UK-wide University and College Union (UCU) and the National Union of Students (NUS) respectively. It is clear that this right, that is so commonplace in other higher education systems, should be extended to all higher ed workers in Maryland.

While all faculty deserve collective bargaining rights, non-tenure-track faculty are among the most vulnerable. My PTK colleagues consistently maintain high teaching workloads, under less favourable conditions. They do not enjoy equal access to shared governance at departmental, college or university levels; lack security in their employment contracts (for example, I was horrified to learn of the annual automated 'scary letter' my instructional PTK colleagues receive, that informs all contingent staff of the upcoming end of their contract even when they have already been guaranteed a renewed contract term). In spite of these vulnerabilities my PTK colleagues remain an integral and dedicated force within the department, consistently meeting our core teaching demands and receiving incredible feedback from our student body while doing so.

I am an Assistant Professor, and prior to this appointment I held a two-year postdoctoral fellowship within the same department. I am now contracted to teach 2 classes per semester, usually with between 15-30 students. I also have some course buyouts at this time from a grant, so this year I have been on a 1-1 while I co-direct a lab that is committed to providing extensive programming; mentoring and leading a team of 3 graduate and 2 undergraduate students; and leading inter-institutional collaborative research outputs. I feel fortunate, if overworked, in my job, and bewildered by the clear inequities I see between the resources, workload, and security afforded to tenure track versus professional track faculty.

As a tenure track member of faculty, I also note that at the present moment I feel particularly vulnerable in exercising my 'freedom of academic speech' as a member of faculty on an immigrant visa, and collective bargaining feels all the more critical to collectively and safely challenge attacks on higher education and research standards. For precarious or contingent staff, inclusive of our graduate students, professional track faculty and librarians, collective bargaining allows for us to seek equitable conditions in our employ on issues such as job security, workload policies, and service expectations. Shared governance is no substitute for collective bargaining - the former does not guarantee representation in matters that impact university faculty, whereas the latter more fairly supports an

independent, collective voice.

Members of the Committee, this state has long recognized collective bargaining as essential for workplace democracy. This fundamental right ensures employee voices shape their working conditions; is already granted to many private institutions in our state; and to comparable higher education institutions nationally and internationally.

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.

Sincerely,

Rianna Walcott
Communication
ARHU
riandi1994@gmail.com

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

richard.bell.pdf

Uploaded by: Richard Bell

Position: FAV

**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 Richard Bell and I am a Professor of History at the University of Maryland, where I have worked for nearly 20 years. I call on this committee to issue a favorable report to this Bill. The state already grants the right of collective bargaining towards nearly every other state employee, as well as the faculty at our community colleges and the non-academic workforce at our four-year institutions. It is clear that this right should be extended to all higher ed workers in Maryland.

I do three types of work in the course of my regular responsibilities: research, teaching, and service. Research involves months and years tracking down archival evidence to be interpreted and analyzed to form the basis of original peer-reviewed articles and books aimed at general audiences. Teaching involves two full-scale classes each semester--typically large-format lecture classes aimed at undergraduates across the university who are not usually history majors. Service involves all the committee work and mentoring and advising that keeps the great machine at the University of Maryland running. I teach hundreds of students each year and advise and mentor many more.

I support collective bargaining for all USM faculty so that we can all be afforded the same worker protections as all other state employees. In our current climate, I also believe it is essential to achieve collective bargaining doing so can help reverse attacks on higher education by allowing faculty and students an independent collective voice.

Members of the Committee, This state has for decades viewed collective bargaining between state employees and management as the best way to promote democracy in our workplaces and public institutions. The right to collective bargaining has long been recognized as not only a fundamental human right, but also as the best method of ensuring that employee voices play a vital role in constructing conditions that govern our workplaces. It is a right granted to many other public higher ed institutions in the nation, and indeed to many private, prestigious institutions in our own state. The reasons to exempt four-year public higher ed institutions from this path make no sense. I again therefore call for a favorable report to this Bill.

Sincerely,

Richard Bell
HIST
ARHU
rjbell@post.harvard.edu

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

robert.birt.pdf

Uploaded by: Robert Birt

Position: FAV

**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 Robert Birt and I am professor of philosophy at Bowie State University (BSU) where I have been teaching full time since 2008. I am also President of the BSU chapter of the AAUP.

The right to collectively bargain in this state applies to most state employees, including faculty at community colleges. While there are good reasons why this right should also be extended to all faculty labor in higher education in Maryland, with this testimony I am asking for your support for bargaining rights for non-tenure track faculty.

My call for granting collective bargaining rights to university faculty is based on the need to strengthen academic freedom, provide faculty with meaningful voice, and dignify the labor of all instructors, including part-time faculty.

The principles of academic freedom and shared governance, which are informed by AAUP policy, are a part of the bylaws of the University System of Maryland as well as faculty handbooks across the state. They allot primary responsibility to faculty in academic matters such as the content of courses; the hiring, evaluation, and promotion of faculty; and program development.

These are good policies. However, shared governance is advisory, depending on the good will of the administration. The bottom line is that the administration makes the decisions. There have been occasions at BSU, when administration refused to recognize the elected members of the faculty senate or appointed advisory committees that circumvented shared governance bodies and procedures. In 2010, flagrant abuses by a newly appointed provost led to severe tensions and even open opposition with the faculty.

Shared governance is not a replacement for bargaining. It works side-by-side with bargaining. Bargaining provides true voice.

Non-tenure track faculty, are not always a part of shared governance, as flawed as shared governance is. Even where non-tenure track faculty participate with shared governance, their lack of job stability oftentimes hinders one from speaking out. As the lack of job stability limits true academic freedom.

Moreover, in addition to the lack of job stability, non-tenure track faculty are most often under compensation, over worked, and receive little support from administration,

I urge you to support collective bargaining for non-tenure track faculty for all the reasons listed above.

Sincerely,

Robert Birt
Bowie State University

visioinarybirt1@aol.com

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

robert.stubblefield.pdf

Uploaded by: Robert Stubblefield

Position: FAV

**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 Robert Alex Stubblefield and I am a poet, lay minister, activist-organizer with various organizations such as the Bethesda African Cemetery Coalition, Black United Front Of Moco, DSA, YPP and others. Additionally I am a lifelong resident of Maryland and while not a professor at UMD or a UMD alum, I am writing in favor of this bill, State Personnel-Collective Bargaining for Nontenure Track Faculty. My reasons are discussed below.

The first reason why I support this bill is because the right to do. The right for employees, especially those who are non-tenure at Maryland's public universities to be able to come together and not only unionize but to be able to have the right to negotiate their contracts and have more than a seat at the table and have a hand in decisions that affect their abilities to teach and do research. This is important because non-tenure track faculty are among the most vulnerable. Non tenure track faculty are vulnerable in the sense that they oftentimes have lack of equal access to shared governance at the departmental, college or university level. This is problematic by itself because non-tenure track faculty who like their counterparts have doctoral degrees, publications such as books and articles and also have other professional experiences outside of academia, yet do not as much as a say in what goes on is not right. This includes the workload that many non-tenure track faculty have no say in. I remember from my time as a student at Bowie State University that professors that I had who were non-tenured often times either had too much work which caused delays in grading and writing or had so little work to do it made one wonder if the class was even worth time. Non-tenure faculty offer so much to students in terms of assistance with assignments, advice on work or grad school applications and being able to go to for general advice. This was and still is often valuable to new students because Non-tenure faculty bring in real word experience that only adds to student experience. By giving them full collective bargaining rights, it shows that their perspective is highly valued.

The second reason why I support this is because of the failure of the Shared Governance Model. Shared Governance is a good concept in theory and works only if two equally powered forces come together for the common good. Non-tenure faculty by their very nature as it is now are already at a disadvantage because they are already not protected. Additionally Shared Governance is not a substitute for Collective bargaining and is advisory. What this means is that this Shared Governance model cannot enforce any decisions or recommendations made. All power is still made by high level administrators, which means Shared Governance is not even worth the paper it's printed on.

Non-tenure track faculty play vital roles from research in many departments, to teaching both undergrad and graduate students and also in the local community by spending money at local establishments that benefit everyone. By giving them collective bargaining it actually shows the worth and gives them an actual say in decisions that impact them the most. I strongly urge the passage of this bill and right to unionize to be held sacrosanct.

Sincerely,

Robert Stubblefield

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

robyn.muncy.pdf

Uploaded by: Robyn Muncy

Position: FAV

**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 Robyn Muncy, and I am a professor of history at the University of Maryland, College Park, where I have worked for 35 years. I call on this committee to issue a favorable report on the collective bargaining bill for University of Maryland system faculty. The state already grants the right of collective bargaining to nearly every other state employee, as well as the faculty at our community colleges and the non-academic workforce at our four-year institutions. It is clear that this right should be extended to the rest of higher education in Maryland and especially to non-tenure track faculty, whose employment is more precarious than that of tenure-track faculty, rendering them more vulnerable to exploitation.

I am very fortunate to teach and research twentieth-century United States history, especially women's history, the history of social movements, and social policy. In a typical year, I teach two courses in twentieth-century U.S. history each semester, supervise the research of five graduate students, and participate in the governance of my department, college, and university. In addition, of course, I pursue my own research and participate in the life of the historical profession.

I love my research and teaching more than I can adequately express, but the conditions of my work have changed dramatically during the last 30+ years and not always for the better. Indeed, I am alarmed by the increasing administrative burden imposed by the university on all faculty, which competes with teaching and research for faculty time and bandwidth. This is true, of course, for all faculty, tenure-track and non-tenure track. More hours every year must be spent learning the latest digital reporting system or newest teaching technology and reformatting documents to match the needs of the university's latest (and usually cheaper?) technologies. Most of the university's reporting requirements assume the scholarly forms and research protocols of the sciences into which humanities scholars and teachers must somehow squeeze representations of their very different sort of work. This is outrageously time-consuming and, frankly, demoralizing. Moreover, the university administration has in the last few years made unilateral decisions about health protocols that, in my view, have unnecessarily risked the well-being of all faculty, students, and staff. Every constituency should have a say in these decisions. And the administration has in recent years unilaterally canceled classes late in the semester without regard to the academic integrity of courses or the additional work such last-minute changes inevitably mean for responsible faculty members, who actually value what they teach.

Another worrying trend at UMD is an increasing reliance on non-tenure-track faculty for teaching undergraduates. As you know, the erosion of tenure diminishes the power of faculty in any institution, and the conditions shaping the lives of non-tenure-track faculty are often abhorrent. They are abhorrent not only to the well-being of individual faculty members who must teach such heavy loads that they have to choose between their health and continuing their own research but also to the educations of our undergraduates. Faculty who do not know from one semester to the next what or even whether they will be teaching and who carry untenable course loads in order to make ends meet, cannot possibly be as well prepared for their classes as they would prefer to be. Moreover, because they sometimes have to teach at multiple institutions to pay their bills, they cannot be as available to students as they

would be if they were securely employed at one institution. The precarity of their lives shapes the educational opportunity of their students. As dedicated teachers in the American Federation of Teachers always say, teachers' working conditions are students' learning conditions.

Faculty at every level know what it takes to deliver the best education and most innovative research possible, which is why we need the democratic voice in university life that collective bargaining will grant us. With collective bargaining rights, faculty will be able to improve the conditions under which ALL faculty labor.

Faculty at the University of Maryland need collective bargaining rights so that we can keep teaching our wonderful and richly deserving students at the highest level possible and producing cutting-edge scholarship. We need power to shape our workplace so that teaching and scholarship--rather than fears for our health or how we are going to learn the latest utterly nonsensical technology for graduate admissions--remain the center of our focus.

I ask you to support this year's collective bargaining bill for faculty at the University of Maryland. Collective bargaining democratizes workplaces, and in this historical moment when higher education and democracy are immediately under threat, we need to demonstrate our commitment to them in every arena of our life together. Maryland has for decades shown that collective bargaining is good for state employees and for state institutions. Many other public institutions of higher education across the country grant collective bargaining rights to faculty as do many private, prestigious institutions in our own state. It is hard to figure out why this fundamental human right is still denied the faculty at Maryland's four-year public colleges and universities. I look forward to your favorable report on our collective bargaining bill.

Sincerely,

Robyn Muncy
History
ARHU
robyn.muncy@gmail.com

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

ron.mower.pdf

Uploaded by: Ron Mower

Position: FAV

**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.

Greetings, my name is Ron Mower. I am a full-time non-tenure-track professor of Kinesiology 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 at UMD over the past eight years, I am one of only very few Maryland public employees without these rights. I am also a longtime Maryland resident, having lived here for over 30 years.

While all faculty deserve collective bargaining rights, non-tenure-track faculty are among the most vulnerable because we carry an outsized burden of teaching and service responsibilities, with lesser pay, and unguaranteed short-term labor contracts. Many of my colleagues have also experienced forms of discrimination, arbitrariness in assigning workload, delays on non-existent appointment letters, last-minute changes to work assignments, lack of communication from administrators about expectations, and unclear evaluation procedures.

Furthermore, non-tenure-track faculty lack equal access to shared governance at the department, college, and university level, lack a voice in departmental hiring decisions, and changes to policies and procedures for evaluation and promotion. In recent years, annual evaluations of performance and merit, for example, which previously carried a monetary increase in pay to reward exceptional performance has been cut. After all my efforts to go above and beyond my contractual duties, being evaluated by a committee of my faculty peers, and achieving the highest possible rankings in each category of research, teaching, and service, my reward was an official thank-you letter on university letterhead. PTK faculty cannot eat 'thank-you for your service' letters!

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.

Sincerely,

Ron Mower
KNES
SPHL
rmower1@gmail.com

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

rose.ying.pdf

Uploaded by: Rose Ying

Position: FAV

**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.

As a graduate worker at UMD, and as someone who aspires to become a faculty member, I fully support collective bargaining for faculty at Maryland public institutions because all workers deserve the right to negotiate over the conditions that affect their work. Like graduate workers, faculty do not have any kind of meaningful or enforceable say under the current shared governance system, which is becoming more apparent as the attempted dismantling of higher education by the federal government continues. For example, last spring, the University Senate voted to establish a compact with other Big Ten universities in response to the legal and financial attacks on higher education. Yet nothing has come of this. We have seen again and again at universities like the University of Oklahoma, Texas A&M, Columbia University, University of Virginia, University of Michigan, and the University of Pennsylvania that administrators will swiftly concede to right wing pressure by violating free speech rights and rolling back diversity measures, against the will of the faculty, students, and staff who they claim to serve. UMD administrators have not shown that they will do any different if we become a target. Collective bargaining rights are not just about higher pay, or more leave time, it's about having a democratic voice in our institution. Democracy in our state and in our nation suffers when we do not have democracy in our workplaces and universities.

Sincerely,

Rose Ying
13rying@gmail.com

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

ross.salawitch.pdf

Uploaded by: Ross Salawitch

Position: FAV

**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 Ross Salawitch. I am a tenured professor of Atmospheric Science at University of Maryland, College Park. 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. As a faculty member, 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 given the vital role they play in our educational mission coupled with their lack of long-term job security, and frankly in many cases low wages.

It is about time educational professionals have the right to bargain. Such a right will enhance our educational mission.

Please support this right: it is time for fearless leadership!

Sincerely,

Ross Salawitch
AOSC, CHEM, and ESSIC
CMNS
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This testimony has been submitted on behalf of this individual by the United Academics of Maryland (UAM).

ryan.kingwhite.pdf

Uploaded by: Ryan King-White

Position: FAV

**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.

I believe that there are clear instances when a union would do a better job negotiating on behalf of faculty in ways that can be heard more loudly and forcefully than the current shared governance model.

Sincerely,

Ryan King-White
ryan198@gmail.com

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

ryan.long.pdf

Uploaded by: Ryan Long

Position: FAV

**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.

I support collective bargaining because it allows groups of workers in similar circumstances to come together and defend their interests. It creates the possibility of more dialogue about important topics, governance that's more fair and broadly representative, and it places more power in the hands of those who are often left out of the processes that go into making decisions that affect them.

Sincerely,

Ryan Long
rfl810@yahoo.com

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

samantha.mcdonald.pdf

Uploaded by: Samantha McDonald

Position: FAV

**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 Dr. Samantha McDonald.

I am a non-tenure-track (PTK) faculty professor of Information at University of Maryland, College Park. I was born and raised in Maryland; I went to primary school in Baltimore County and attended UMBC for my undergraduate degree.

As a new faculty member, I recently learned that I am one of only very few Maryland public employees without collective bargaining rights for faculty. Unions are the backbone of good economic policy. We need people to represent us and defend our rights in matters of employment.

Non-tenure track faculty are also the most vulnerable. I only started teaching this past Fall, but I am already teaching three courses at UMD, with over 300 students per semester.

I was given no teaching support or training, only a copy of slides and syllabus from previous professors. I have never taught the course content before. Despite having multiple other professors teaching the same course, there was no effort to support cross-section collaboration as well, or even assure I was teaching the same content as other professors.

In addition, none of my TAs have any training in teaching or grading. Training TAs to be professional teaching support lies solely on me, and I have to do so while simultaneously managing hundreds of other students in my courses.

If it wasn't for my experience teaching in graduate school, I honestly don't think I would have survived. I spent a month preparing like a full-time job before the semester began, and it still wasn't enough.

I was lucky to have that time to prepare. A new professor this semester was just given one of the same courses as me and only a few weeks to prepare. This is not OK, but we must accept it as new and vulnerable faculty.

In my first semester, I also joined a graduate thesis committees, joined the development of a new honors program, drafted a research paper, reviewed grants, and started the re-design of two different classes and their learning outcomes. I work much more than 40/hrs a week to stay on top of this, and I do so from my windowless office. I am sure I will be spending the summer prepping full-time, but I will not be paid for those summer months.

It is my opinion that one of the reasons why our department has one of the strongest research programs and grant funding awards in the U.S., is because the efforts of teaching and general school programming are relieved from many tenure-track faculty (TTK) and given to PTK faculty as a core focus. PTK faculty get to focus on being good teachers and good contributors to the school, while PTK faculty often focus on contributions to the field, mentorship, advising, lab management, and more.

The majority of faculty committee positions in our department are held by PTK as well. If PTK were to disappear from our department, the majority of expertise and management of most of the departments committees would disappear.

Strong universities depend on PTK faculty, yet we have no voice in governance - this is unsustainable. We need equal access to shared governance at the department, college, and/or university level. Please help the non-tenure-track faculty have the voice they deserve and provide us collective bargaining rights.

Sincerely,

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

samuel.collins.pdf

Uploaded by: Samuel Collins

Position: FAV

**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 Samuel Collins. I am a tenured professor of anthropology at Towson University. I am working with my colleagues to secure collective bargaining rights for non-tenure track faculty.

While all faculty deserve collective bargaining rights, this bill will provide these rights to Non-Tenure Track faculty. As tenured faculty, we work alongside our non-tenured colleagues on a daily basis, and we acknowledge their increasing importance in meeting the teaching needs of the university. Yet their importance is accompanied by complete precarity. With little job security and almost no say in the policies that shape their classrooms, our non-tenure track colleagues work at the pleasure of the administration, oftentimes with contracts that can be discontinued at any time. For many, continued employment from semester to semester is never guaranteed.

All faculty lack voice, be they Tenured or not. Shared Governance is not a substitute for collective bargaining as it only covers certain issues and is advisory. Administrators make the final decisions. While we supposedly have "shared governance," all policy decisions regarding our employment have been systematically removed from our control. While we once had more input into the process of hiring, promotion, merit raises and faculty grievances, many of these limited examples of shared governance have been taken away and are now handled exclusively by administration and by human resources.

Towson University is acknowledged as a major economic driver for the state. We educate the college students of Maryland, and the vast majority of those graduates stay in the state to become leaders, start businesses, buy houses and, in general, invest their lives in Maryland. Giving our non-tenure track colleagues a collective bargaining voice would both acknowledge the important role we play in the State as well as allowing our colleagues to do their jobs more effectively at a time when knowledge and training are more important than ever to the future of Maryland. I urge you to allow our non-tenure track colleagues to join their state employee colleagues in being allowed to collectively bargain.

Hopefully, all of us will one day have this same right, and our university will be much improved for it.

Sincerely,

Samuel Collins
Anthropology
Towson University
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This testimony has been submitted on behalf of this individual by the United Academics of Maryland (UAM).

sarah.fouts.pdf

Uploaded by: Sarah Fouts

Position: FAV

**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 Sarah Fouts, and I am an associate professor at UMBC, specializing in food studies, immigration, and labor studies in the American Studies department. I also co-direct our Public Humanities Minor Program and have served as our department's Faculty Senate representative since 2019. I have been at UMBC for seven years. I love living in Maryland and I am extremely proud to be part of UMBC. I call on you to issue a favorable report for this bill.

I am working with my colleagues and AFT Maryland to secure collective bargaining rights for faculty. As faculty, I am among the few Maryland public employees who currently lack these essential rights, and we must change that.

While all faculty deserve collective bargaining rights, this bill specifically extends those rights to Non-Tenure Track (NTT) faculty. NTT faculty are vital to UMBC, teaching a large portion of the curriculum--including high-enrollment courses that ensure student access and continuity--and often serving as the most consistent presence in students' academic journeys through mentorship and program support. Despite their essential contributions, they face limited job security, lower pay, heavy workloads, and other significant challenges.

We need stronger faculty representation across the board and especially as higher education faces increasing challenges. While I believe in the integrity of our UMBC administration and their commitment to our best interests, I want these processes to be transparent and involve faculty at the forefront. Faculty Senate, which is currently our primary collective voice, is framed as "shared governance," but it lacks the binding power to enforce decisions or address systemic issues such as wages, benefits, and working conditions.

Collective bargaining rights and a union will provide legal protections and the ability to negotiate enforceable agreements with the administration. While faculty senate's focus on academic policies and governance, unions advocate for labor rights, equity, and job security, offering stronger protections and the capacity to take collective action.

Here are some both specific and general examples (in no particular order!) of why we need to ensure collective bargaining rights:

1. We need stronger, more informed advocates for faculty labor rights--Faculty Senate

alone is not enough. During a Faculty Senate meeting, senators attempted to undermine sabbatical procedures for tenured and tenure-track faculty without fully considering the impact on our already limited rights. As a junior faculty member, I had to step in and advocate for my colleagues to ensure our rights were protected. We managed to table that policy, but it should never have gotten this far. With union representation and our own legal advocates, such issues would be addressed proactively, identifying and protecting our rights before they are even threatened by our own Senate.

2. We must prioritize faculty labor rights with our own legal protections. While I trust our administration and their legal hires to ensure the university's compliance with policies, I do not believe these legal departments are able to fully advocate for faculty labor rights. They are stretched thin, focused on the broader operational needs of the institution, and lack the capacity to fully support faculty, especially regarding freedom of speech and job protections. A union provides dedicated representation to protect our rights and work alongside the university's legal team, ensuring that faculty concerns are addressed and protected.

3. We need union support to safeguard academic freedom. I am concerned by the lack of meaningful representation in policy decisions at public institutions, particularly in light of recent protests. Decision-making has often been unilateral, under the guise of "shared governance." Policies regarding "expressive activity" and "time, place, and manner" related to protected speech need clearer definitions. These policies are currently too broad, and we must ensure that faculty rights, including the freedom to express diverse viewpoints, are protected. A union provides the necessary advocacy to ensure that these policies are fair, transparent, and uphold academic freedom.

4. We need a union to address gender equity gaps, particularly in compensation. A union can build on the work of the Women's Faculty Network to analyze pay across the institution to identify and correct systemic disparities between genders, ensuring that individuals in similar roles with comparable qualifications, experience, and responsibilities receive equal pay. Moreover, this effort should be applied retroactively to ensure that past pay disparities are corrected, and individuals who have been underpaid due to systemic biases are compensated fairly.

5. We need to prioritize faculty hires over the continued expansion of administrative positions. I am concerned by the growing salaries allocated to an increased administrative structure, while funding for faculty remains limited. As we figure out our R1 status, it is crucial to invest in robust academic departments that can support student instruction and research (especially in the humanities), rather than diverting resources to an expanding network of centers. Reducing the focus on administrative growth and redirecting those resources toward faculty hiring will strengthen our academic mission and better serve our students.

6. Retirement benefits are often unnecessarily limited, especially for contingent faculty. When I was hired as a visiting faculty member, I was forced to choose between a pension and a 401(k). I wanted the pension, but because my contract only guaranteed one year, I had to make a permanent choice to opt for the 401(k). Later, when I transitioned to a tenure-track position, I was unable to revisit that decision. HR offered no recourse, and faculty senate was unable to help. A union would address such inequities by advocating for more flexible and fair benefits policies, ensuring contingent faculty aren't locked into irreversible decisions.

7. Collective bargaining also ensures workload equity. Without it, faculty often take on disproportionate service responsibilities, especially in underfunded departments. A union can advocate for transparent policies on service, teaching loads, and research support, promoting fair workloads for all faculty. While the Provost has acknowledged the issue of excessive service (average was well over 25%), we need collective bargaining to ensure that

faculty have a fair voice in how to address these shifts and shape policies that reflect our needs. A union gives us the power to negotiate balanced, sustainable workloads that support both teaching and research excellence.

8. Unions empower faculty to play a stronger role in shaping institutional priorities. For example, we initially had no faculty representation in the university's strategic planning process. While this issue has been addressed, we should never have been excluded from a critical conversation about the direction of the institution. A union ensures that faculty's voice is always central in institutional decision-making.

9. We need to better protect non-tenure track faculty. Lecturer positions, often part-time or non-tenure track, are vulnerable to unstable working conditions, low pay, and lack of job security. Without union protection, lecturers may face unpredictable workloads, minimal benefits, and little recourse for advocating for better terms. A union ensures fair compensation, equitable treatment, and the right to negotiate for better working conditions. A union can help prevent exploitation by ensuring clear contracts and protections against arbitrary dismissal, ultimately improving both job stability and academic quality.

10. We need protections against unilateral restructuring, and a union can provide the transparency and support necessary to safeguard our voice in these decisions. There is ongoing concern that our college could undergo a restructuring process that fails to recognize the unique value of our distinct programs and centers. We must ensure that any changes are made with our input and that we are not forced into mergers or restructuring plans that disregard our needs and perspectives. A union will help ensure we have a seat at the table and are not sidelined in critical decisions affecting our future.

11. As faculty at an R1 institution, we are being asked to increase our teaching loads while maintaining the same expectations for research productivity, funding, and national visibility. A 3-2 teaching load, layered onto already extensive research and mentoring obligations, makes sustaining R1 and Carnegie R1 standards unrealistic--especially in the absence of any written workload structure. Institutional surveys already document that faculty service labor is excessive, and increasing teaching without reducing or formally recognizing other demands renders the current model unsustainable.

12. Faculty members' rights should not depend on whether they happen to have a compassionate department chair or thoughtful colleagues. There needs to be a more formal, reliable structure for addressing concerns--something like a shop steward or designated faculty rep--rather than relying solely on HR, faculty senate, or even the potential of an ombudsman, whose roles ultimately serves the institution and not faculty.

We are performing well and regularly undergo major reviews that provide valuable, expert guidance on areas for growth and improvement. A union can ensure that the university acknowledges these strengths and actively supports us, enabling us to continue excelling. Through collective bargaining, we can secure the resources and recognition necessary to build on our successes and enhance our contributions to the institution. We can also be realistic about areas that need improvement, but we need legal backing to ensure that these conversations are constructive and lead to meaningful change. A union would provide the necessary support to engage in these discussions with the protection and leverage needed to advocate for our needs effectively.

Faculty may appear secure in their positions, but collective bargaining offers essential protections that strengthen their roles and ensure long-term stability. We are embarking on uncharted territory, and it is quite frightening. We need a unified voice to negotiate not

only salaries and benefits but also working conditions. It's crucial to safeguard academic freedom by establishing formal protections against administrative overreach and external pressures. A union contract provides clear, enforceable safeguards that protect faculty rights, ensuring that our work environment supports both academic excellence and personal well-being. Through collective bargaining, we gain the power to defend our professional autonomy and secure fair treatment.

I have great respect for President Valerie Sheares-Ashby and Provost Manfred H. M. van Dulmen. In fact, our Provost has openly acknowledged, even in Faculty Senate, his experience working with unions during his time at Kent State. While I trust that our administration has our best interests in mind, their ability to fully protect faculty is inherently limited--and ultimately, it's not solely their role. Collective bargaining is essential to ensure our voices are heard in a meaningful way, not as a symbolic or diluted presence. A union gives us the power to advocate for ourselves and shape decisions that impact our work and lives. I call on you to issue a favorable report for this bill.

Sincerely,

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

sarah.hovde.pdf

Uploaded by: Sarah Hovde

Position: FAV

**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 Sarah Hovde, and I am a cataloging librarian at the University of Maryland Libraries, where I have worked for almost six years. 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 librarian, I am one of only very few Maryland public employees without these rights.

In my role as a cataloging librarian, I ensure access to the Libraries' collections by making resources discoverable to students, scholars, and even members of the public. I work with audiovisual materials and rare and special collections, both of which require specialized knowledge to describe. Rare materials cataloging, in particular, is an act of scholarship in itself, in addition to the scholarly work that is then based on these materials. The records I create and enhance are added to the OCLC WorldCat shared database, where they are then accessible to librarians and users at approximately 16,000 member libraries around the world. I and my cataloging colleagues also contribute records to a number of national and international programs, such as the Library of Congress' Cataloging-in-Publication program (which provides metadata for books about to be published, making them more discoverable to other librarians but also to booksellers and readers) and Name Authority and Bibliographic databases. In addition to my work as a cataloging librarian, I also supervise a graduate assistant, and do my best to ensure that my GA has access to educational opportunities, practical training, and experience that will position him to succeed in librarianship. This component of my work is especially meaningful for me, as I also worked as a graduate assistant and teaching assistant while I attended the University of Maryland between 2011 and 2013. My time as a graduate assistant with the Libraries introduced me to the area of librarianship that I now specialize in (special collections cataloging) and provided me with valuable experience. I am grateful to be able to "pay it forward," but would benefit from more support for myself and other librarians, to be able to in turn support our graduate assistants and fellow workers.

As the Maryland-DC region is rich with GLAM (galleries, libraries and museums) institutions, the University of Maryland needs to be able offer competitive positions. In my time with the Libraries, at least eight librarians in my division alone have departed for more favorable working conditions, from higher salaries to a more balanced workload, at other libraries (not including colleagues in other library divisions who have also left for better opportunities). The majority of these librarians held managerial or supervisory roles with heavy workloads, and had attained permanent status. Several of these positions have not been replaced: instead, units have been rearranged around the gaps, and the managerial and administrative responsibilities have been redistributed to other librarians with already full workloads. As librarians, we are deeply committed to the success of students, colleagues, and the university as a whole. However, we cannot sustainably meet our own high expectations unless we are able to attract and retain skilled employees and maintain fair workloads and fair compensation for all of us. Implementing collective bargaining could help librarians, along with all full-time and part-time faculty members, postdoctoral associates, and graduate assistants, achieve fairer salaries and workloads, which will help the Librarians retain

skilled librarians, balance our workloads, and continue our excellent track record of supporting the educational mission of the University.

Both the University Senate and the Library Assembly (the Libraries' shared governance body) provide avenues for discussion of faculty affairs, but both are limited in the actions that they can take to change material conditions in the workplace. University administration has shown little interest in addressing the challenge of retaining skilled librarians in a region with many competitive opportunities for librarianship and has shown little support for comprehensive efforts to address salary compression. This year in particular, university administration has also been slow to provide meaningful support for our colleagues who have been affected by capricious federal funding cuts, which have fallen especially hard on non-tenure track faculty.

The state of Maryland has for decades viewed collective bargaining between state employees and management as the best way to promote democracy in our workplaces and public institutions. The right to collective bargaining has long been recognized as not only a fundamental human right, but also as the best method of ensuring that employee voices play a vital role in constructing conditions that govern our workplaces. It is a right granted to many other public higher ed institutions in the nation, and indeed to many private, prestigious institutions in our own state. 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.

Sincerely,

Sarah Hovde
LIBR
sehovde1@gmail.com

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

sarah.lee.pdf

Uploaded by: Sarah Lee

Position: FAV

**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 Sarah Lee. I am currently a professional track lecturer of Information Science at University of Maryland, College Park I am working with my colleagues in United Academics of Maryland-University of Maryland (UAM-UMD) and the American Federation of Teachers (AFT) to secure collective bargaining rights for all non-tenure-track faculty in Maryland's public four-year institutions.

As a Senior Lecturer in the College of Information who has worked at UMD for three and a half years, I am one of only very few Maryland public employees without collective bargaining rights. My husband (who is also faculty at UMD) and I live in Hyattsville in Prince George's County. We have chosen Maryland as our forever home, so to speak, and our daughter was born right here in Silver Spring.

Speaking of our lovely little daughter, she was 7 weeks old on March 20, 2025, when I received an email from my chair in the Biology Department. My chair informed me, via email, that my 3-year full-time equivalent contract was ending at the end of academic year 2024-2025 and that my contract was not going to be renewed. He offered me instead a half-time equivalent contract for a single year. Suffice to say, cutting my salary in half threatened our household's economic security. Additionally, daycare for an infant cost almost the same amount as my half-time salary, such that I was considering leaving the work force against my preference.

I was absolutely devastated; as I had received merit raises every year of my contract, I assumed that being good at my job conferred job security. If I had been staff, instead of faculty, my supervisor could not have cut my hours in half while I was on Parental and Family Leave without any opportunity for appeal or negotiation. However, as faculty, I was unprotected. Instead of spending the rest of my Parental and Family Leave recovering from a physically traumatic birth and bonding with my baby, I spent spring of 2025 applying and interviewing for alternate employment.

As a consequence, I have changed employment from the College of Computer, Math, and Natural Sciences to the College of Information. I currently teach 7 sections of "Statistics for Information Science" to approximately 350 students each semester. My course is a requirement for the Information Science major, which represents an important path for Maryland students to lucrative careers in data science.

I hope, for the sake of my colleagues and my future self, to gain the right to collective bargaining. No mother should find herself in the situation I did, with the rug pulled out from under me and my baby. I urge the committee to issue a favorable recommendation on this bill.

Sincerely,

Sarah Lee
Information

Information
scrislee@gmail.com

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

shane.walsh.pdf

Uploaded by: Shane Walsh

Position: FAV

**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 Shane Bolles Walsh. I am a full time, non-tenure-track senior lecturer in the Department of African American and Africana Studies at the University of Maryland, College Park, where I have taught since 2019. 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 non-tenure-track faculty member, I am among the very few Maryland public employees without these rights. Every semester, I am inspired by the diversity of my students, and it brings me great satisfaction to create an inclusive, dynamic classroom environment. The ability to connect with and support students from all walks of life remains one of the most rewarding aspects of my teaching practice. My work is grounded in an interdisciplinary approach that combines knowledge, methods, and perspectives from multiple academic disciplines, shaped by my own educational journey and professional development. This approach informs my teaching praxis and encourages innovative thinking, with the goal of inspiring and motivating students while fostering a more inclusive and nuanced understanding of history and culture.

Within the Department of African American and Africana Studies, my interdisciplinary teaching has enhanced both my effectiveness in the classroom and my scholarly engagement. A foundation in African American studies is essential not only to academia but to the broader community, as it deepens understanding of the social, economic, and political forces that shape our present. The department plays a vital role within the university by cultivating a diverse intellectual community and supporting scholarship across disciplines. My experiences teaching students across nearly every major and college at the university have strengthened my ability to adapt to different learning styles and backgrounds, while also sharpening my commitment to presenting the Black experience with authenticity, clarity, and complexity.

Despite the value and dedication non-tenure-track faculty bring to the university, we often lack meaningful voice within institutional decision-making structures. While shared governance exists, it remains limited in scope and advisory in nature, with final decisions resting elsewhere. My service on Senate subcommittees has given me insight into how faculty perspectives are represented at the university level, but it has also underscored the uneven access non-tenure-track faculty have to influence decisions that directly affect our work. This lack of formal voice contrasts sharply with the level of responsibility we carry in educating students and sustaining the academic mission of the institution.

Non-tenure-track faculty are deeply invested in the success of the University of Maryland and its students. My own teaching has been enriched by my background in African American studies, material culture, and museums, which allows me to connect historical narratives to present-day social contexts and contemporary media. For example, when teaching the Montgomery Bus Boycott, I highlight the role of mimeograph machines in grassroots organizing to demonstrate the intersection of history, technology, and activism. I have also integrated museums and exhibitions into my curriculum to provide students with tangible, immersive connections to the past. These approaches reflect the dedication non-tenure-track faculty bring to their work, often in the face of limited job security and institutional support. It is through the

right to collectively bargain--a right afforded to nearly all other Maryland public employees --that non-tenure-track faculty, and ultimately all faculty, can gain the voice necessary to continue supporting students, strengthening the university, and contributing meaningfully to the state of Maryland.

Sincerely,

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

siv.lie.pdf

Uploaded by: Siv Lie

Position: FAV

**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,

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

susannah.paletz.pdf

Uploaded by: Susannah Paletz

Position: FAV

**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 Susannah Paletz, and I am an Associate Professor at the University of Maryland, College Park, where I have worked since 2013 as both a tenured professor and a professional track professor and research scientist. The state already grants this right towards nearly every other state employee, as well as the faculty at our community colleges and the non-academic workforce at our 4-year institutions. As a Maryland resident, I believe that this right should be extended to the rest of higher education in Maryland.

I received my doctorate in 2003 and have had a variety of occupational positions in government, at university affiliated research centers, and now at the College of Information. Through a series of fortunate events, I became a tenured associate professor in 2021 after being an untenured, professional track faculty (PTK) member for 8 years. While all faculty deserve collective bargaining rights, non-tenure-track faculty are among the most vulnerable. I have three major issues I wish to have on the record that are specific to PTK at the University of Maryland: 1) The intense workload of faculty. 2) The lack of ability to take sick time for teaching faculty due to the unique (rare) inflexibility of faculty jobs. In the past, I also testified about the disempowerment of faculty with regards to public health strategy, which is still true, but I will focus today on workload and fundamental labor protections involving sick time.

As someone who has studied, taught, and practiced organizational psychology and management, and who has worked outside of academia, the sheer number of tasks and constant task switching are overwhelming. For PTK faculty who teach, this is in large part because teaching is more time consuming than officially budgeted. Two courses, the typical number for tenured/tenure-track faculty, is considered by the university to take 40% of a 40-hour work week (16 hours/week). However, this is a massive underestimate. Personally, I have taught anywhere from 11 to over 300 students a semester; while the latter large courses come with support by graders and teaching assistants, I note that the percent of my time spent on teaching has never been what it is supposed to be. Teaching includes organizing, teaching, mentoring, and leading my instructional team (if I have one); answering student emails and questions on a discussion board; preparing lectures and section activities; creating assignments and exams, relevant rubrics for grading them, and instruction/prep materials for students; grading and calibrating grading for my instructional team; and more. As an example, for each new 50-minute lecture, it typically takes me 5-8 hours to research the topic, prepare what I will say, find and assess appropriate images/figures, and create slides. Even updating these slides takes me 2-3 hours each lecture. Speaking with colleagues, this amount of time is typical. As our majors have become more popular and grown, so have our classes. This growth is a good thing for the financial health of our College and University, and for the training and education of our students. But, it also highlights the weaknesses of the system.

Administrative and project management roles: One of the essential tasks of certain kinds of PTK is conducting research. I lead complex multidisciplinary research projects without formal project management support. We have (often understaffed/overworked) financial specialists at the department level who are invaluable in helping us prepare and track budgets, but we lack the other project management support found in other workplaces (e.g., for creating agendas,

reminding people of tasks, watching time and budget, event management for project retreats, other administrative work). Some faculty offload these administrative tasks to graduate students; others have sufficient funds and sponsor/funder permission to hire administrative staff. But, such solutions are not always possible (e.g., hiring staff is not always allowed under all grants, nor do all faculty have grants) or ideal (i.e., having graduate students do some such work is acceptable, but having primarily administrative roles conflicts with the goals of their education and training).

The nature of academic research includes rejection, requiring working extra to meet minimum standards. Of vital importance to people in our roles, I attempt to publish in journals, submit papers for conferences (which I then need to attend), write book chapters, and so on. Many of these end in rejection, and unlike with how most people consider publications, journals do not pay us to publish--and some, even quite legitimate journals, charge us fees of almost \$4,000. I also apply for and write grant proposals, which typically takes 30-50 hours for a brief white paper proposal and 80-120 for a full proposal where I am to be a principal investigator, not including my co-writers' efforts. The nature of academic research having a high rate of rejection often means we have to submit, submit, and submit for potentially little result, working nights and weekends whenever a deadline arises. In the case of PTK research faculty, applying for additional funding or presenting to potential clients often comes as extra work, despite being vital to the university.

Service time varies and is poorly tracked. As with all faculty, I also do "service," which includes: mentoring colleagues and students (undergraduate and graduate), including serving on or chairing thesis and dissertation committees, speaking with students, and writing letters of recommendation; attending faculty meetings such as appointment, promotion, and tenure meetings; directing/organizing a research interest group; and engaging in committee work which ranges from developing curricula to evaluating other faculty, among other tasks. I have been on committees that required 20 hours a week for a month, and others that required one hour a month. Research and anecdotes suggest that women and people of color are overburdened with formal and informal service commitments (Babcock, Peyser, Vesterlund and Weingart, 2022), and that saying 'no' can result in formal and informal punishments more than others (e.g., being seen as not a team player to not being granted promotions). This work can also take from 2-20 hours a week, depending on the week.

We are fortunate to have such varied and interesting tasks, but there is 'too much job'. Gone are the days where faculty were supported by many administrative assistants (e.g., who could submit travel requests and organize receipts/repayment for faculty), and the requirements for obtaining an academic job require more and more publications and grants. The issues of workload I noted are not specific to me but are systematic. This workload takes a toll not only on professional (and tenure) track faculty, but on graduate students and staff, as well as student learning. Should we be able to collectively bargain, we could argue for ways to right-size our workload, including giving more realistic time estimates of specific tasks.

The second issue is the Actual Inflexibility of Faculty Jobs and Sick Time: There is a joke about academia: "you are free to work whatever 12 hours a day you choose." Academia is thought to be flexible, but one cannot simply reschedule classes or meetings with other tightly-scheduled faculty. You also can't simply skip out on most work. What this inflexibility means is that most faculty have poor work-life balance to the point of it making handling normal health issues even more challenging. A series of health issues struck my family in 2023 and have continued in different forms. These experiences made me notice that although we have sick time, faculty do not have 'backfill' in the way other jobs do, and so can only take sick time effectively during school breaks unless incapacitated. Even taking small amounts of 'sick time' results not in a release from work, but in putting that work back into late nights and early mornings. Specifically, my husband was ill in February 2023 and then later required surgery. I could not take off time to care for him because there was no way to offload the work. More recently, I was able to officially take FMLA leave to help care for other ill and injured family members. I still had to teach - we do not have

substitute teachers - and then the work I did not do during my FMLA leave (20 hours in one week) ended up getting moved to the following weeks, resulting in me being dangerously underslept and behind all semester, adding to my already 60-hour/week workload. The United States is infamous for having many jobs with poor sick time rules and realities. Despite the other benefits of the position, faculty here do not have true sick time, unless they are on sabbatical or officially not teaching. The actual inflexibility of the job and its workload make a mockery of the ostensible policies regarding sick time. Collective bargaining would enable us to raise these as real problems and threats to labor regulations and enable us to have a voice in solving them. The lack of job security for employees who give so much to the University is an additional problem.

Collective bargaining would enable us to more effectively bring faculty expertise to bear in solving challenges such as workload, service inequities, and the actual practice of using sick time. The University plays a vital role in the prosperity and intellectual wealth of Maryland and our local community. Should the faculty gain the right to collectively bargain and vote for a union, that union could also add its efforts to protecting our University against federal government overreach and illegal actions.

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 time and consideration.

Reference:

Babcock, L., Peyser, B., Vesterlund, L., & Weingart, L. (2022). *The no club: Putting a stop to women's dead-end work*. Simon and Schuster.

Sincerely,

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

taimoor.shahid.pdf

Uploaded by: Taimoor Shahid

Position: FAV

**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 Taimoor Shahid, and I am a full-time non-tenure-track postdoctoral researcher in the School of Languages, Literatures, and Cultures at the University of Maryland, College Park, where I have worked since 2023. I am part of a large group of highly trained scholars who contribute substantially to the university's research mission while remaining in some of the most precarious employment conditions in the institution. 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. Despite the central role postdoctoral researchers and other non-tenure-track faculty play in sustaining the university's intellectual output and reputation, I am one of very few Maryland public employees without the right to collectively bargain, leaving me with little formal protection or voice in decisions that directly shape my livelihood and career.

In my role as a postdoctoral researcher, I conduct independent and collaborative research in cutting-edge fields such as Digital Humanities, working at the intersection of history, literature, and computer science to generate new insights into how we understand the past and how that understanding can help shape our present and future. I contribute to grant writing and scholarly publications that enhance the university's research profile, and I actively participate in the intellectual life of the university through research platforms and public-facing initiatives, including offering free online classes to a broader community. My work supports the research infrastructure of my department and contributes to the training and mentorship of graduate and undergraduate students through informal teaching, collaboration, and scholarly engagement. Like many postdoctoral researchers, I also perform significant professional service that is often invisible and uncompensated, including peer review, and community-facing research activities. Although postdoctoral researchers are essential to the university's research productivity and student success, our labor is often treated as temporary or peripheral rather than as a core part of the academic workforce.

While all faculty deserve collective bargaining rights, non-tenure-track faculty are among the most vulnerable. As a postdoctoral researcher on external funding, my employment is directly tied to unstable funding streams, a situation made even more precarious by recent and ongoing federal research funding cuts. Many researchers like me must rely entirely on external grants to secure and maintain our positions, and even when we are successful in obtaining funding, a significant portion is absorbed by institutional overhead, further limiting the resources available to support our work. This creates a persistent state of job insecurity, where long-term planning--financial, professional, or personal--is extremely difficult. Because my position lacks long-term security, I was unable to participate in the state's public retirement system and instead had to rely on privately managed retirement options, shifting the burden of long-term financial risk entirely onto me. This not only creates additional stress and uncertainty, but also effectively denies non-secure academic workers access to the protections and stability of publicly managed retirement funds. At the same time, postdoctoral salaries remain low relative to the high cost of living in this region, and we often lack basic structural support such as dedicated office spaces because of broader institutional constraints on how non-tenure-track positions are resourced. These

conditions send a clear message that postdoctoral researchers are essential to the university's mission, yet remain structurally expendable.

In addition to material insecurity, non-tenure-track faculty also lack meaningful access to shared governance and institutional decision-making. We have little to no formal voice in policies that shape our working conditions, evaluation procedures, or professional development opportunities. While shared governance exists in principle, it is largely advisory and often excludes non-tenure-track faculty altogether. This lack of representation is especially damaging because some internal university grants, research funds, and professional development resources are restricted to tenure-track faculty, further entrenching inequality and limiting opportunities for postdoctoral researchers / non-tenure track faculty to grow, contribute, and transition into stable academic careers. Despite these barriers, postdoctoral researchers / non-tenure track faculty remain deeply committed to the mission of the university and to the students and communities we serve. It is through the right to collectively bargain--a right afforded to almost all other Maryland public employees and many peer institutions--that non-tenure-track faculty, and hopefully soon all faculty, will finally have the voice, stability, and dignity necessary to fully support the intellectual and public mission of the University of Maryland and the state of Maryland.

Sincerely,

Taimoor Shahid
School of Languages, Literatures, and Cultures
Arts and Humanities
taimoor.shahid@gmail.com

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

tanya.olson.pdf

Uploaded by: Tanya Olson

Position: FAV

**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 Tanya Olson; I am a NTT faculty member in the English Department at UMBC. I am working with colleagues to ensure collective bargaining rights for faculty members. As faculty, we are some of the few Maryland public employees who do not currently hold these rights.

Currently I teach multiple sections of ENGL 100, the mandatory first year composition course at UMBC, and ENGL 393, an upper-level writing intensive course for many STEM majors. I also serve as the Director of First-Year Composition and serve on both department and university-wide committees. As such, I educate students across all majors in the key skills of writing and critical thinking. Working with students across majors and from first year students to seniors is a unique part of my job that I value.

However, there are many challenges to this kind of NTT career. Job security is non-existent, pay is poor, the workload is heavy, and opportunities for professional development are limited by time and money. Our job loads are always under negotiation; one dean sets a workload policy only to have a new dean come in a few years later and change it. There is no appeal process for faculty and the load one carries one semester may change the next.

Pay is also a serious problem. When I was offered the NTT position at UMBC, I originally declined it because of the pay cut it would require. The state should be embarrassed that North Carolina pays its community college faculty more than Maryland pays its university faculty, but more importantly, after years of no COLA or merit pay, I still work in the summer scoring AP English exams and take on extra work to be able to afford to live here. Even more insultingly, there is severe wage compression with newly hired faculty making almost as much as faculty who have been here for decades.

These are the kinds of problems that collective bargaining would allow us to deal with equitably and fairly. Opportunities for promotion, professional development support, and consistent workload policies could be negotiated with USM to serve both faculty and students.

Shared governance does not address any of these issues nor is it designed to. Shared governance can address issues of academic freedom, but being able to support myself after 30 years in a professional job requires collective bargaining. It is essential that all faculty, but especially NTT faculty are allowed to use their voice. It is on our backs that universities move forward. It is from our long work weeks that students learn and grow. If Maryland wishes to be a great state for its citizens, this bill is an important first step.

I ask for your support for this bill moving forward.

Sincerely,

Tanya Olson
tanya.olson33@gmail.com

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

tempest.mccabe.pdf

Uploaded by: Tempest McCabe

Position: FAV

**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 Dr. Tempest McCabe. I am a full-time non-tenure-track wildfire scientist at 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 a Maryland resident I am one of only very few Maryland public employees without these rights.

All faculty members, and all Maryland State employees deserve bargaining rights. As a non-tenure-track faculty member, I am extremely vulnerable. I study fire science and environmental change. The grant that funded my work was one of the many cuts to science that was outlined in the presidential budget for FY25. Some of that funding has been restored, but the tenuous reality of my funding situation has been made clear to me. The number of grants that were canceled caused chaos across the university and it was only collective advocacy that successfully pushed congress to restore funding to science. I need access to collective action to maintain my research.

Similarly, my experience seeking promotion has felt arbitrary. I have been given guidance that is different in the university handbook, the department website, and what is enacted in person. I would like a union to help design and enforce consistent promotion mechanisms. As a non-tenure-track researcher, I have won federal grant money for Maryland, and mentored students from the UMD system. I want a union so that I can engage with Maryland as a resident as well as a state worker.

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.

Sincerely,

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

Kelleher_Testimony_SB06_2026.pdf

Uploaded by: Tina Kelleher

Position: FAV

TESTIMONY OF TINA M. KELLEHER, PHD
BEFORE THE
FINANCE COMMITTEE OF THE MARYLAND SENATE
FOR A HEARING ON
SB 6: “STATE PERSONNEL –COLLECTIVE BARGAINING – NONTENURE TRACK FACULTY”

FEBRUARY 05, 2026

FAVORABLE

Chair Beidle, Vice Chair Hayes and distinguished members of the Senate Finance Committee:

My name is Dr. Tina Kelleher and I [link to my previous testimonies](#) that go back to 2012 for perspective on why this bill should be moved. I have served more than twenty-five years at Towson University in a range of roles and am currently Full-Time Nontenure Track faculty. My actual title has changed several times in as many years, despite doing the same job. The USM most recently reclassified lecturers at TU, “Professors of Teaching,” though many policies and web pages refer to nontenure track faculty using a range of different titles, which can be confusing to faculty across all ranks, as well as to our staff and to our students. For instance, the newly created Professors of Teaching designation also comes with ranks of Assistant and Associate; yet these are *not* tenure-track positions. Ranks mirroring the tenure-track ladder are being misleadingly used, while nontenure track faculty continue to be told inconsistent things about their benefits eligibility and workplace rights because of this categorical confusion.

Esteemed Senators, as Supreme Court Justice Louis Brandeis once said, “sunlight is the best disinfectant”: to empower faculty *regardless of job title*, I urge you to enable collective bargaining rights *for all nontenure-track faculty*. As is, according to Towson, I have worked there for three years rather than more than a quarter century when calculating retirement and accumulated sick leave, because the institution only conferred access to such benefits for full-time nontenure track faculty as of 2022 (same year faculty started to organize).

As the first nontenure track faculty member elected to serve on the TU Senate in 2010, I experienced firsthand that many issues raised were *not* things shared governance can address. Tenure-line colleagues routinely had no input, often learning through an email blast or when the senate met, what had already been decided by administrators from an undisclosed star chamber.

This bill does not prescribe unionization; it enables *options to choose* such directions following processes *that already exist* for nontenure track faculty elsewhere in Maryland higher education at both community colleges and private institutions. Creating democratic mechanisms for faculty voices to be heard clearly, collectively, and consistently -- no matter the distracting political noise and no matter the fiscal challenges looming – enables our educational mission to be prioritized, so that our institutions and our students can rise to meet the challenges ahead.

I thank you for your consideration and urge a favorable report on SB 6 in 2026.

tita.chico.pdf

Uploaded by: Tita Chico

Position: FAV

**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 Tita Chico and I am a Professor at the University of Maryland, College Park, where I have worked for over 20 years. I call on this committee to issue a favorable report. The state already grants this right towards 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.

We need collective bargaining in the University of Maryland System to help improve the state of Maryland's institutions of higher education and the quality of instruction and research that we faculty and our graduate assistants can provide.

With enrollments increasing, the number of securely employed faculty decreases while the number of administrators has grown over 40% in the last decade. The university administration continues to operate in a bubble disconnected from the learning conditions of our students.

The university administration needs help understanding and recognizing that the people who do the vast majority of the teaching and research work on campus are overworked and underpaid. Enacting this bill would ensure that all stakeholders on campus work together to build a strong, healthy, and competitive institution.

A robust university needs input from everyone, not just the highly-paid few who are out of touch from the realities of our students and the work of higher education today. Public Universities with collective bargaining (e.g., Rutgers) are better run fiscally and have higher national rankings. Collective bargaining will help the USM to move forward to a prosperous future.

For these reasons, I call for a favorable report.

Sincerely,

Tita Chico
titachico@gmail.com

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

tom.goyens.pdf

Uploaded by: Tom Goyens

Position: FAV

**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.

The Salisbury University AAUP Chapter believes all faculty deserve collective bargaining rights. With this testimony we are asking the Committee to support legislation providing these rights to full and part time non-tenure track faculty.

Due to the inability to engage in collective bargaining, faculty have limited power and ability to advocate for workplace protections that are agreed to with unionized workers. The COVID-19 pandemic is one example of the need for collective bargaining. The pandemic brought the need for workplace protections into the forefront. During the pandemic, faculty had little to no say over decisions made by university administrators, including those concerning the need for some to work remotely due to medical or childcare issues. Faculty were expected to quickly pivot from in-person to fully online learning, resulting in extensive retraining in digital learning platforms without additional compensation or reduction of duties in other areas.

Faculty that are full-time, non-tenure track experience inequitable work environments in comparison to their tenure-track peers. Research on our campus finds that there are inconsistent expectations for faculty workload from department to department; that there are confusions regarding their benefits and rights; that full time, non-tenure track faculty lack a clear pathway to attaining tenure-track status; and that full-time, non-tenure track faculty feel that they are "second class citizens" in our campus community, despite often times having the same degrees, training, and experience.

Part-time faculty hold tenuous teaching positions. There are significant pay disparities, with part-time faculty being paid less than full-time faculty teaching the same course. Since 2019, Salisbury University has been giving part-time faculty adjuncts COLA raises, however, these raises come from the University's budget and are subject University decisions. There is no contract for the COLA increases, but rather a "gentlemen's agreement," which can be revoked at any time. Thus, gaining the ability to engage in collective bargaining would do much to give these teachers greater say over their conditions of employment in ways which reduce treatment of part-time faculty as "second class citizens."

Part-time faculty are employed based on class enrollment. This means that faculty can have their classes canceled at the last minute, leaving them without a job. Because teaching requires intense preparation prior to the first day of classes, this means that part-time faculty whose courses are canceled last minute have already invested time working, without compensation. There is currently no process for these faculty to obtain fair compensation for their labor.

Finally, faculty who are unionized also effectively barter for improvements in student services. Thus, the right to collective bargaining can improve the student experience.

Salisbury University's AAUP Chapter urges your support for bargaining rights for Non-Tenure Track Faculty.

Sincerely,

Tom Goyens
Professor and President of the Salisbury AAUP Chapter
Salisbury University
txgoyens@gmail.com

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

tonya.price.pdf

Uploaded by: Tonya Price

Position: FAV

**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.

I am a full-time non-tenure track professor at Salisbury University.

While all faculty deserve collective bargaining rights, I am submitting this testimony in support of this bill.

Full time non-tenure track faculty (FTNTT) have a total lack of stability.

We are offered one year contracts, with no commitment after that, including for those who have served for a decade or more.

If you terminate your employment, FTNTT faculty are not compensated for any sick leave earned but never used.

FTNTT faculty are not allowed to participate in any retirement programs or receive health benefits. This not only delays one's opportunity to build a retirement, but also makes one vulnerable to additional expenses in the even medical attention is necessary as we are force to pay out of pocket. These are detrimental to our overall financial well-being.

Thank you.

Sincerely,

Tonya Price
TAPRICE@salisbury.edu

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

valerie.anishchenkova.pdf

Uploaded by: Valerie Anishchenkova

Position: FAV

**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 Valerie Anishchenkova, and I am a faculty member at the University of Maryland, College Park. I am submitting this testimony in strong support of this bill, which would extend collective bargaining rights to University System of Maryland faculty.

As a faculty member, I see daily how the absence of collective bargaining limits our ability to address fundamental issues related to working conditions, shared governance, and long-term institutional stability. These issues directly affect the quality of education we provide to Maryland students and the university's ability to recruit and retain talented faculty in a highly competitive national and global environment.

Collective bargaining is already a standard right for nearly all Maryland state employees. Extending this right to university faculty is a matter of fairness and consistency, and it will strengthen Maryland's public higher education system. I respectfully urge the committee to issue a favorable report on this bill.

Thank you for your consideration.

Sincerely,

Valerie Anishchenkova
SLLC
ARHU
valeriean@gmail.com

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

victoria.koerner.pdf

Uploaded by: Victoria Koerner

Position: FAV

**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 Victoria Koerner. I am an adjunct in the Department of English at Frostburg State University. I strongly urge your support of collective bargaining rights for non-tenure track faculty, including adjuncts.

I have been employed as non-tenure-track (specifically, adjunct) faculty at two Maryland colleges since 2019. I am currently employed at Frostburg State University. These institutions of higher education rely on non-tenure track faculty, including adjuncts, to meet demand. These colleges could not meet demand without these employees. Therefore, these employees are necessary and an integral part of the University's success.

The schools, rightfully so, require adjunct faculty to be highly-qualified, meaning the faculty member must possess the same credentials, i.e., a minimum of a Master's Degree in their field, as full-time faculty teaching the same courses. Compensation should be commensurate with education and experience. The label "adjunct" does nothing but create false division.

Adjunct faculty at my current institution are limited to two 3-hour courses per semester, for a teaching load of 6 credit hours per semester. In exchange for teaching these courses, the University compensates the adjunct at a starting rate of \$2,200 per course, or \$4,400 per semester. When divided by the total number of hours worked (including teaching, student conferences, lesson planning, grading, and administrative tasks), this is below minimum wage. A business operating in the private sector could not get away with this exploitation. Why is the University shielded?

The University usually employs two to three adjuncts in my department. For perspective: two adjuncts teaching two courses costs the University \$8,800 per semester, which would equate to \$17,600 per year. Even for one person, this is below poverty level. These part-time positions could be combined into permanent positions, with commensurate pay and benefits. At a minimum, adjuncts should have the right to negotiate for better pay and conditions without fear of retaliation. The need for these employees exists. The State is choosing to exploit these employees. There is no other conclusion. Why has this practice been allowed to continue?

The savings for the State do not end there. Tenure-track employees receive valuable health insurance and a retirement plan. Adjunct faculty receive no health insurance or retirement plans. This shifts the burden to the State. Many adjuncts teaching at four-year institutions in Maryland actually qualify for Medicaid! The State saves money by shifting the burden to Medicaid. If this was not the case, the practice would cease. One might expect these conditions at an entry-level job, but for a highly-qualified and experienced M.A., tasked and entrusted with teaching college-level courses to Maryland's students, it is a travesty. Adjuncts are clearly, unequivocally being exploited.

Adjunct faculty often receive no professional development. When I was hired by my current employer, I was told there is no orientation for new faculty, as "there is no money in the budget for it." As a result, I was thrown into teaching a new course, with a Learning

Management System I had never seen before, with exactly one week to build the course and learn to navigate the software, all while familiarizing myself with the college's policies and procedures. At the same time, I was held to the same standard as full-time tenure-track faculty with regard to students' learning outcomes and student and faculty evaluations. I have yet to receive any formal training or professional development at this institution.

Job stability for adjuncts is non-existent. There is a large pool of adjuncts, with many teaching at multiple schools. Assignments seem to be arbitrary, and job offers often come at the last minute. Missing a semester means refamiliarizing yourself with the job, and bringing yourself up-to-date on changes in policies and procedures. This makes it difficult to build relationships or feel any sense of community. Morale is often low. Teachers feel unappreciated. These are not optimal working conditions. How does this constant disequilibrium serve the best interest of the students?

The turnover rate is understandably high among adjunct faculty. The stress and exhaustion of working multiple jobs while being in constant limbo leads adjuncts to burn out. Many leave the teaching profession entirely. Tuition rates at the school continue to increase, but funds seem to be allocated to everything except retaining highly-qualified, experienced faculty members. Recruitment and retention of students (i.e., revenue stream) seems to be a priority, but fair compensation and a sense of stability for the faculty who teach them is not.

The University ostensibly exists to educate students; it is ironic that many of the people doing the educating receive the lowest pay of any employee not just on campus, but anywhere in Maryland.

Finally, to dispel a myth, adjunct-taught classes are usually filled to maximum capacity; the term "overflow" is a misnomer. As stated previously, the college could not meet demand without these employees. They are necessary. They (we) deserve a voice.

To summarize, non-tenure-track faculty often have demoralizing workloads, inadequate professional development funds, low pay, no health insurance or retirement benefits, and little, if any, job stability. Strengthening their voice through collective bargaining will improve the vital teaching and research of our universities. All students and faculty, as well as the people of Maryland, will be uplifted when these faculty have this basic right.

The time is now for these faculty to have the same bargaining rights that are available to almost all Maryland public employees and faculty in 25 states, including our neighbors in Delaware, Pennsylvania, and Washington, D.C.

Sincerely,

Victoria Koerner
Frostburg State University
desertfaunamusic@gmail.com

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

zachary.dorner.pdf

Uploaded by: Zachary Dorner

Position: FAV

**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 Zachary Dorner. I am an Associate professor of history at the University of Maryland, College Park. 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. As a tenured professor, I am one of only very few Maryland public employees without these rights. As a resident of Prince George's County, Maryland, it is important to me that our community members receive equal rights to fair working conditions.

While all faculty deserve collective bargaining rights, non-tenure-track faculty are among the most vulnerable because they are not afforded the job security, privileges, and professional opportunities of other faculty members. Non-tenure-track faculty often teach the courses with the highest enrollments and thus are responsible for a higher number of students per capita than their tenure-track peers. As a result, they have less variety and flexibility in their workloads and are often overworked. Others must teach at multiple institutions across the region to make ends meet. Despite lower pay, lack of job security, and for many a lack of full benefits, non-tenure-track faculty provide tremendous value to student learning at the University of Maryland, College Park. Without their labor under these conditions many units would not be meeting the needs of our students, and in other cases be unable to function.

Tenure-track faculty also need collective bargaining because of the failures of shared governance that have occurred at the University of Maryland as well as the growing nationwide assault on academic freedom. Trends across higher education over the past year have shown that the protections of tenure are perhaps more fragile now than since the era of the Vietnam War. Though shared governance is crucial to the operation of the university, it is not a substitute for collective bargaining given its advisory ambit.

As a Maryland resident, I am proud that this state has for decades viewed collective bargaining between state employees and management as the best way to promote democracy in our workplaces and public institutions. Now, more than ever, Maryland must stand as an example to its people and to its students of democratic participation and intellectual honesty--collective bargaining is a big part of that. The right to collective bargaining has long been recognized as not only a fundamental human right, but also as the best method of ensuring that employee voices play a vital role in constructing conditions that govern our workplaces. 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.

Sincerely,

Zachary Dorner
History
ARHU

zack.dorner@gmail.com

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

ziad.bentahar.pdf

Uploaded by: Ziad Bentahar

Position: FAV

**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).

zubin.jelveh.pdf

Uploaded by: Zubin Jelveh

Position: FAV

**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 Zubin Jelveh. I am a tenure-track professor in the College of Information and Department of Criminology and Criminal Justice at the University of Maryland, College Park, where I have served since 2021. I am here today to support collective bargaining rights for faculty at Maryland's public four-year institutions.

I'm speaking from a straightforward principle: strong public institutions are essential to a strong state and a strong county, and strong institutions require clear rules, fair process, and accountability. Maryland taxpayers invest in this university to educate students, generate useful knowledge, and serve the public. That investment is best protected when expectations are transparent and applied consistently--not when employment conditions depend on informal practices that vary across units.

Non-tenure-track faculty are among the most exposed to uncertainty. They teach a substantial share of courses, mentor and advise students, and provide continuity that keeps programs functioning. Yet many face unpredictable workload expectations, unclear evaluation procedures, and short appointment timelines that make it hard to plan responsibly for family and finances. That kind of instability is not a recipe for excellence. It produces avoidable turnover and lost time--time that should be spent teaching and training Maryland's workforce.

Collective bargaining provides a rule-of-law framework: transparent standards, consistent procedures, and due process when disputes arise. It does not prevent administrators from managing; it supports effective management by making decisions more predictable and accountable. And it's not a fringe concept--it's familiar in public service, including in public safety. For example, the Fraternal Order of Police explicitly supports collective bargaining rights for public safety employees, and the International Association of Fire Fighters describes collective bargaining as the process used to set wages, hours, and working conditions through a contract. At the federal level, public-safety-related workforces like Border Patrol agents operate under negotiated collective bargaining agreements.

UMD is also a critical contributor to the private economy. We educate talent that employers depend on, and we produce research that becomes real-world innovation--tools, methods, and partnerships that strengthen productivity and competitiveness. When the university runs smoothly and retains excellent faculty, the private sector benefits directly through stronger graduates and more reliable pipelines into industry. Taxpayers deserve a clear return on investment: strong teaching, reliable programs, and job-ready graduates.

For these reasons, I urge you to support collective bargaining rights for faculty at Maryland's public four-year institutions. This is about dignity of work, responsible governance, and protecting a vital public asset--so the university can keep delivering results for students, families, employers, and taxpayers.

Sincerely,

Zubin Jelveh

zjelveh@gmail.com

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

SB 6_AFSCME3_FWA.pdf

Uploaded by: Denise Gilmore

Position: FWA



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Phone: 410-547-1515
Email: info@afscmemd.org

Patrick Moran – President

**SB 6 – State Personnel – Collective Bargaining –
Nontenure Track Faculty
Finance Committee
February 5, 2026**

Position: FAVORABLE WITH AMENDMENT

AFSCME Council 3 stands in strong support of Senate Bill 6. Senate Bill 6 would establish collective bargaining rights for nontenure faculty throughout the University System of Maryland, Morgan State University, and St. Mary's College. The legislation also establishes bargaining units for the nontenure faculty that would possess collective bargaining rights under the bill.

AFSCME Council 3 represents approximately 55,000 state, county, and municipal employees across Maryland. Included in this representation are staff at our public 4-year higher education institutions. Specifically, AFSCME Council 3 represents exempt, non-exempt, and sworn police units across institutions of higher education within the University System of Maryland. Additionally, our union represents non-exempt employees at Morgan State University, and exempt and non-exempt employees at St. Mary's College. In short, these institutions have experience with collective bargaining negotiations with our union. The practice and procedure of collective bargaining is frequently practiced in these institutions, well-equipping management for collective bargaining negotiations with nontenure faculty, should this legislation pass.

Moreover, collective bargaining between faculty and institutions of higher education is common across the country, both in the private sector and in the public sector. Collective bargaining agreements across public and private sector institutions of higher education were already well established in the 1970s.¹ Collective bargaining rights for faculty exist across states and defy the political spectrum and have for a long period of time. For example, college faculty in Nebraska have enjoyed collective bargaining rights since the 1970s,² and those rights exist to this day.³ Collective bargaining is a flexible process and procedure that enables workers to communicate their concerns and collaborate with management to address workplace issues. AFSCME Council 3 strongly believes that all public employees should enjoy the freedom to collectively bargain.

A technical clarification to the bill as introduced is necessary to ensure that non-faculty staff are not inadvertently included in the new nontenure faculty bargaining units created by this legislation.

We urge the committee to issue a favorable report on Senate Bill 6 with the sponsor amendment.

¹ See The National Center for the Study of Collective Bargaining in Higher Education, *Directory of Contracts and Bargaining Agents in Institutions of Higher Education*, April 1976, <https://www.hunter.cuny.edu/ncscbhep/assets/files/directory%20April%201976.pdf>.

² *Id.* at 11.

³ *Collective Bargaining Agreement between the Board of Regents of the University of Nebraska and the University of Nebraska at Omaha Chapter American Association of University Professors* (July 1, 2023 – June 30, 2025), <https://www.unomaha.edu/academic-affairs/files/documents/compliance/2023-2025-uno-aaup-cba.pdf>.

SB6_FWA.pdf

Uploaded by: Donna Edwards

Position: FWA



MARYLAND STATE & D.C. AFL-CIO

Affiliated with the National AFL-CIO

Donna S. Edwards
President

Samuel Epps, IV
Secretary-Treasurer

📞 410.280.2233

📠 410.280.2956

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Annapolis, MD 21401-2096

SB 6 - State Personnel - Collective Bargaining - Nontenure Track Faculty

Senate Finance Committee

February 5, 2026

SUPPORT

Donna S. Edwards

President

Madame Chair and members of the Committee, thank you for the opportunity to submit testimony in support of SB 6 with the Sponsor's amendments to grant Nontenure Track faculty at the University System of Maryland, Morgan State University, and St. Mary's College of Maryland the right to collective bargaining. On behalf of our 700 affiliated unions, I offer the following comments.

Nontenure track faculty have been organizing for more than a decade to secure the same basic workplace rights that thousands of public employees in Maryland already exercise. Yet, Maryland law continues to deny them the freedom to form and join a union of their choice. SB 6 corrects this injustice by extending collective bargaining rights to the educators who teach the majority of undergraduate courses, mentor students, conduct research, and sustain the academic mission of our public institutions.

Nontenure-track faculty or contingent faculty now teach 49% of the more than 1.5 million undergraduate classes taught each term at U.S. public colleges and universities.¹ They are essential to student success. They design and teach courses, provide mentorship, support student research, and help students navigate academic and personal challenges. When nontenure track faculty and administrators can negotiate fair salaries, benefits, and working conditions, institutions become more stable, equitable, and better able to serve students.

Maryland is currently an outlier. Across the country, collective bargaining for faculty (full-time, part-time, and adjunct) is well established. A 2024 report from the National Center for the Study of Collective Bargaining in Higher Education and the Professions found:

- **402,217 faculty nationwide are unionized**, representing nearly one in four faculty members.
- **775 faculty bargaining units** exist at public and private institutions.

¹ "Reversing Course: The Troubled State of Academic Staffing and a Path Forward." JBL Associates Inc.





MARYLAND STATE & D.C. AFL-CIO

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- **2/3 of all faculty units at private four-year institutions are exclusively NTT units,** demonstrating how common NTT unionization is.
- **Maryland ranks second-lowest in the nation in faculty unionization,** with only 8.5% or 2,941 faculty represented.²

Maryland has already recognized the value of collective bargaining in higher education. In 2021, the General Assembly expanded bargaining rights to community college faculty and staff. Today, 10 higher education institutions in Maryland have unionized faculty or part-time faculty. SB 6 simply brings the USM, Morgan State, and St Mary's in line with the rest of the state and nation.

The "meet and confer" process simply does not work and is not a substitute for collective bargaining. Shared governance, co-governance, and faculty senates do not grant workers legal rights. The only way for employees to collectively and effectively work with higher education institutions to improve working conditions is by having the freedom to exercise their right to form and join a union of their choice.

As we strongly support SB 6, we also respectfully request an amendment to ensure that the bill does not disrupt any already existing bargaining units, preserving the stability and integrity of current collective bargaining structures while extending rights to nontenure-track faculty.

The requested amendment is as follows:

Pg. 3, beginning at line 18 -

Replace existing language in (H) with:

*(H)(1) "NONTENURE TRACK FACULTY" MEANS FULL-TIME, PART-TIME, OR ADJUNCT NONTENURE TRACK **EMPLOYEE** OF A SYSTEM INSTITUTION, MORGAN STATE UNIVERSITY, OR ST. MARY'S COLLEGE OF MARYLAND, WHOSE **PRIMARY** ASSIGNMENTS INVOLVE ACADEMIC RESPONSIBILITIES.*

Maryland's public colleges and universities rely on the dedication, expertise, and labor of nontenure-track faculty every day. It is long past time that our state grants them the same rights and protections afforded to thousands of their peers across the country.

For these reasons, we urge a favorable vote on SB 6 with the Sponsor's amendments.

² 2024 Directory of Bargaining Agents and Contracts in Institutions of Higher Education." William A. Herbert, Jacob Apkarian, Joseph van der Naald. Sept. 2024.



SB6_FinalReprint

Uploaded by: Senator Kramer

Position: FWA

SENATE BILL 6

P4, F5

(PRE-FILED)

6lr1423
CF HB 106

By: **Senators Kramer and Lam**

Requested: October 29, 2025

Introduced and read first time: January 14, 2026

Assigned to: Finance

A BILL ENTITLED

1 AN ACT concerning

2 **State Personnel – Collective Bargaining – Nontenure Track Faculty**

3 FOR the purpose of providing collective bargaining rights to certain nontenure track faculty
4 at certain State institutions of higher education; establishing a separate collective
5 bargaining unit for certain nontenure track faculty; requiring the State institutions of
higher education to prepare a certain list of nontenure track faculty and provide the
6 list to an employee organization on request; and generally relating to
7 collective bargaining for nontenure track faculty at public institutions of higher
education.

8 BY repealing and reenacting, with amendments,
9 Article – State Personnel and Pensions
10 Section 3–101 and 3–102(b)(9) and (12) and (d)(2)
11 Annotated Code of Maryland
12 (2024 Replacement Volume and 2025 Supplement)

13 BY repealing and reenacting, without amendments,
14 Article – State Personnel and Pensions
15 Section 3–102(b)(10), (11), and (13)
16 Annotated Code of Maryland
17 (2024 Replacement Volume and 2025 Supplement)

18 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,
19 That the Laws of Maryland read as follows:

20 **Article – State Personnel and Pensions**

21 3–101.

22 (a) In this title the following words have the meanings indicated.

23 (b) “Board” means the Public Employee Relations Board.

2 REPRINT OF SENATE BILL 6 as amended by SB0006/433422/1 02/05/26 at 10:12 AM

1 (c) "Chancellor" has the meaning stated in § 12–101 of the Education Article.

2 (d) "Collective bargaining" means:

3 (1) good faith negotiations by authorized representatives of employees and
4 their employer with the intention of:

5 (i) 1. reaching an agreement about wages, hours, and other
6 terms and conditions of employment; and

7 2. incorporating the terms of the agreement in a written
8 memorandum of understanding or other written understanding; or

9 (ii) clarifying terms and conditions of employment;

10 (2) administration of terms and conditions of employment; or

11 (3) the voluntary adjustment of a dispute or disagreement between
12 authorized representatives of employees and their employer that arises under a
13 memorandum of understanding or other written understanding.

14 (e) "Employee organization" has the meaning stated in § 22–101 of the State
15 Government Article.

16 (f) "Exclusive representative" has the meaning stated in § 22–101 of the State
17 Government Article.

18 (g) (1) "Faculty at the Maryland School for the Deaf" means employees who
19 have been granted the following status by the Board of Trustees of the Maryland School for
20 the Deaf:

21 (i) after-school program counselors;

22 (ii) American Sign Language specialists;

23 (iii) athletic trainers;

24 (iv) behavior specialists;

25 (v) clerical aides;

26 (vi) dorm counselors;

27 (vii) employment specialists;

28 (viii) instructional technology resource specialists;

3 REPRINT OF SENATE BILL 6 as amended by SB0006/433422/1 02/05/26 at 10:12 AM

- 1 (ix) librarians;
- 2 (x) literacy and reading specialists;
- 3 (xi) occupational therapists;
- 4 (xii) orientation and mobility specialists;
- 5 (xiii) physical therapists;
- 6 (xiv) school counselors;
- 7 (xv) school IEP coordinators;
- 8 (xvi) school nurses;
- 9 (xvii) school social workers;
- 10 (xviii) speech–language pathologists;
- 11 (xix) student support specialists;
- 12 (xx) teachers;
- 13 (xxi) teacher aides;
- 14 (xxii) transition coordinators; and
- 15 (xxiii) work–to–learn specialists.

16 (2) “Faculty at the Maryland School for the Deaf” does not include officers
17 or supervisory employees at the Maryland School for the Deaf.

18 **(H) “NONTENURE TRACK FACULTY” MEANS FULL–TIME, PART–TIME, OR**
19 **ADJUNCT NONTENURE TRACK EMPLOYEES OF A SYSTEM INSTITUTION, MORGAN**
20 **STATE UNIVERSITY, OR ST. MARY’S COLLEGE OF MARYLAND WHOSE PRIMARY ASSIGNMENTS**
21 **INVOLVE ACADEMIC RESPONSIBILITIES, INCLUDING TEACHERS, RESEARCHERS,**
22 **~~AND DEPARTMENT HEADS AND THOSE IN COMPARABLE POSITIONS.~~**

23 **[(h)] (I)** “President” means:

24 (1) with regard to a constituent institution, as defined in § 12–101 of the
25 Education Article, the president of the constituent institution;

4 REPRINT OF SENATE BILL 6 as amended by SB0006/433422/1 02/05/26 at 10:12 AM

1 (2) with regard to a center or institute, as those terms are defined in §
2 12–101 of the Education Article, the president of the center or institute;

3 (3) with regard to the University System of Maryland Office, the
4 Chancellor of the University System of Maryland; and

5 (4) with regard to Morgan State University, St. Mary’s College of
6 Maryland, and Baltimore City Community College, the president of the institution.

7 [(i)] (J) “System institution” means:

8 (1) a constituent institution, as defined in § 12–101 of the Education
9 Article;

10 (2) a center or institute, as those terms are defined in § 12–101 of the
11 Education Article; and

12 (3) the University System of Maryland Office.
13 3–102.

14 (b) This title does not apply to:

15 (9) an employee of the University System of Maryland, Morgan State
16 University, St. Mary’s College of Maryland, or Baltimore City Community College who is:

17 (i) a chief administrator or in a comparable position;

18 (ii) a deputy, associate, or assistant administrator or in a
19 comparable position;

20 (iii) a member of the faculty, including a faculty librarian, **EXCEPT**
21 **FOR NONTENURE TRACK FACULTY**;

22 (iv) a student employee, including a teaching assistant or a
23 comparable position, fellow, or post doctoral intern;

24 (v) a contingent, contractual, temporary, or emergency employee,
25 **EXCEPT FOR NONTENURE TRACK FACULTY**;

26 (vi) a contingent, contractual, or temporary employee whose position
27 is funded through a research or service grant or contract, or through clinical revenues,
28 **EXCEPT FOR NONTENURE TRACK FACULTY**; or

29 (vii) an employee whose regular place of employment is outside the
30 State of Maryland, **EXCEPT FOR NONTENURE TRACK FACULTY**;

5 **REPRINT OF SENATE BILL 6 as amended by SB0006/433422/1 02/05/26 at 10:12 AM**

1 (10) an employee whose participation in a labor organization would be
2 contrary to the State's ethics laws;

3 (11) any managerial or confidential employee of a unit of State government
4 listed in subsection (a)(1)(i) through (iv) and (vi) through (xii) of this section, as defined in
5 regulations adopted by the Secretary;

6 (12) any supervisory, managerial, or confidential employee of a State
7 institution of higher education listed in subsection (a)(1)(v) of this section[, as defined in
8 regulations adopted by the governing board of the institution]; or

9 (13) any employee described in subsection (a)(2) of this section who is a
10 supervisory, managerial, or confidential employee, as defined in regulations adopted by the
11 Secretary.

12 (d) (2) (i) Each system institution, Morgan State University, St. Mary's
13 College of Maryland, and Baltimore City Community College shall have separate
14 bargaining units.

15 (ii) Appropriate bargaining units shall consist of:

16 1. all eligible nonexempt employees, as described in the
17 federal Fair Labor Standards Act, except eligible sworn police officers;

18 2. all eligible exempt employees, as described in the federal
19 Fair Labor Standards Act; [and]

20 3. all eligible sworn police officers; **AND**

21 4. **NONTENURE TRACK FACULTY.**

SECTION 2. AND BE IT FURTHER ENACTED. That:

(a) On or before September 1, 2026, Morgan State University, St. Mary's College of Maryland and each system institution, as defined in § 3-101 of the State Personnel and Pensions Article, shall prepare a list that includes the name, department, appointment, and title of all nontenure track faculty, as defined in § 3-101 of the State Personnel and Pensions Article, as enacted by Section 1 of this Act, at the institution for which the list is prepared.

(b) The list prepared under subsection (a) of this section shall be provided to an employee organization, as defined in § 22-101 of the State Government Article, on request of the employee organization.

22 **SECTION ~~2~~ 3. AND BE IT FURTHER ENACTED, That this Act shall take effect July**
23 **1, 2026.**

SB6_SponsorAmendent

Uploaded by: Senator Kramer

Position: FWA



SB0006/433422/1

AMENDMENTS
PREPARED
BY THE
DEPT. OF LEGISLATIVE
SERVICES

05 FEB 26
10:12:43

BY: Senator Kramer
(To be offered in the Finance Committee)

AMENDMENTS TO SENATE BILL 6
(First Reading File Bill)

AMENDMENT NO. 1

On page 1, in line 5, after “faculty;” insert “requiring the State institutions of higher education to prepare a certain list of nontenure track faculty and provide the list to an employee organization on request.”.

AMENDMENT NO. 2

On page 3, in line 20, after “**WHOSE**” insert “**PRIMARY**”; and strike beginning with “, **INCLUDING**” in line 21 down through “**POSITIONS**” in line 22.

On page 5, after line 21, insert:

“SECTION 2. AND BE IT FURTHER ENACTED, That:

(a) On or before September 1, 2026, Morgan State University, St. Mary’s College of Maryland and each system institution, as defined in § 3–101 of the State Personnel and Pensions Article, shall prepare a list that includes the name, department, appointment, and title of all nontenure track faculty, as defined in § 3–101 of the State Personnel and Pensions Article, as enacted by Section 1 of this Act, at the institution for which the list is prepared.

(b) The list prepared under subsection (a) of this section shall be provided to an employee organization, as defined in § 22–101 of the State Government Article, on request of the employee organization.”;

and in line 22, strike “2.” and substitute “3.”.

Support for collective bargaining T Abrams.pdf

Uploaded by: Thomas Abrams

Position: FWA

In support of SB 6 – extending collective bargaining rights to some faculty.

Thomas W. Abrams, Professor Retired, University of Maryland School of Medicine

As the recent vice chair of Council of University System Faculty or CUSF, I have been impressed that CUSF has consistently, for the past 15 years, supported granting faculty at University System of Maryland the right to collectively bargain. Our last vote at CUSF in December was unanimous in support of our resolution in favor of Collective Bargaining rights.

Based on my own experience working with CUSF, I strongly support the legislature extending collective bargaining rights to our faculty at USM. Despite the widespread perception, the primary impact of collective bargaining for faculty would not be on salaries; on the contrary, faculty salaries can not be dictated by a union, where the legislature and the governor have the authority over spending. This is especially the case in an era where our state faces major fiscal challenges. Rather, the primary benefit of a union is to ensure faculty voices on key academic issues are taken seriously. The University System of Maryland is organized around the principle of Shared Governance. Ideally, Shared Governance would give faculty a seat at the table during decision making on important issues. Unfortunately, in situations where administrators make arbitrary decisions that are not well justified, faculty input can simply be ignored. Although this occurs only in a minority of situations, when the leadership of a department or school is weak and insecure, and capricious or self-serving decisions are challenged, faculty input can seem threatening. Not only can faculty input be ignored, but there can be retribution against faculty members who express positions that conflict with the administrator's objectives.

Many state universities across the country have collective bargaining rights for their faculty. Speaking with colleagues at states such as New York, they find that collective bargaining ensures more balanced, well considered decision making. It is faculty who best understand the needs of our universities, whether for strengthening education of our students in Maryland or in supporting this research mission at USM, which is a critical economic engine for this state. Collective bargaining rights would also improve our ability to attract the very best faculty members to our state's public university. I recommend strongly that you support this bill and also future bills extending collective bargaining rights to all USM faculty.

Bill Response - SB6 HB106.pdf

Uploaded by: David Wilson

Position: UNF



Office of the President

**Morgan State University Testimony
David K. Wilson, President**

Senate Bill 006 (Senator Kramer, *et al.*)
House Bill 106 (Delegate Foley)
State Personnel – Collective Bargaining – Nontenure Track Faculty

February 5, 2026

Unfavorable

Senator Pamela Beidle, Chair, Finance Committee and Senator Antonio Hayes, Vice Chair, Finance Committee. We, at Morgan, thank you for the opportunity to share our position on House Bill 106. The summary of the Bill states the following: *Providing collective bargaining rights to nontenure track faculty of system institutions of higher education, Morgan State University, or St. Mary's College of Maryland whose assignments involve academic responsibilities, including teachers, researchers, and department heads and those in comparable positions; and establishing a separate collective bargaining unit for nontenure track faculty.*

Morgan State University is the Preeminent Public Urban Research University in Maryland, known for its excellence in teaching, intensive research, effective public service and community engagement. Morgan prepares diverse and competitive graduates for success in a global interdependent society.

Background

Morgan is not opposed to collective bargaining in general. However, HB 106 and Senate Bill 6 will have a negative administrative and fiscal impact on our institution.

Senate Bill 6 and HB 106 [3-102, (b),(9), (iii, v-vii)] attempt to explicitly exclude Nontenure Track Faculty from the list of public employment classes currently ineligible for collective bargaining. If this legislation were to pass, faculty not on tenure track at Morgan State University could unionize and, subsequently, collectively bargain with the University. The University has substantial reservations about extending collective bargaining rights to Nontenure Track Faculty. Including Nontenure Track Faculty among the public workers eligible for collective bargaining will impose considerable strain on the University's administrative resources, financial resources and academic independence.

Morgan State already uses a renowned governance structure, which collective bargaining would only frustrate. Notably, Morgan's University Council provides a participatory system of governance, offering the University community opportunities for involvement, communication,

and accountability. University Council involves the administration, faculty, professional administrative staff, classified employees, and student body in the ongoing operation of the University. Three faculty members come from each of the University’s academic colleges and schools. For academic colleges and schools with graduate programs, at least one of the three representatives shall be a member of the graduate faculty. Two members are from the University’s classified employees. The University Council reviews proposed policies and advises the University’s President concerning those policies, providing insight into the University-wide impact they may have. The University Council may also, on its own initiative, make recommendations for the President and the Board of Regents’ consideration with respect to any matter of University-wide significance and impact.

As president, I take the University Council’s feedback and recommendations very seriously, and in my fifteen years as president, I have rarely, if ever, advanced any significant policy to the Morgan State University Board of Regents for action without reaching consensus with the Council.

In essence, the University Council serves a valued role in providing all members of the University’s community a part in shared governance. It has been my experience in higher education institutions that collective bargaining can slow progress and hinder the implementation of initiatives that effectively address the concerns of multiple stakeholders, as the University Council has already accomplished.

The Legislation

This legislation, HB 106 and SB 6, defines Nontenure Track Faculty as “full-time, part-time, or adjunct nontenure track employees of . . . Morgan State University . . . whose assignments involve academic responsibilities, including teachers, researchers, and department heads and those in comparable positions.”

Section 3-102 of the State Personnel and Pensions Article of the Maryland Code explicitly provides that faculty members, contingent, contractual, and temporary employees, as well as employees with a regular place of employment outside of Maryland, do not have collective bargaining rights. This legislation attempts to expand collective bargaining rights to Nontenure Track Faculty by specifically excluding them from those classes of workers. Deliberately excluding Nontenure Track Faculty from those classes is noteworthy because it implies that Nontenure Track Faculty are otherwise substantially equivalent to those classes that do not have bargaining rights.

Faculty Arrangements

As the definition of Nontenure Track Faculty is actually comprised of three distinct types of faculty: full-time, part-time, and adjunct, it is important to note that all three faculty types enjoy markedly different work arrangements at the University. Full-time faculty are salaried employees who receive benefits and teach a normal course load. Part-time faculty enjoy a reduced course load but still receive a salary and benefits. And adjunct faculty are part-time, course-to-course contract employees. Many adjunct faculty members are professionals or practitioners who teach a limited number of courses (sometimes only one) on a specific topic. Whereas full-time and part-time faculty are University employees who teach multiple courses simultaneously and are often

on annual or multi-year contracts. Consequently, Nontenure Track Faculty are not a homogeneous group; in reality, each of these faculty types maintains a unique arrangement with the University that differs from the others.

These unique circumstances raise significant concerns about the effects of collective bargaining on the Nontenure Track Faculty across Morgan State University. Indeed, the University is proud to offer over 160 degree-achieving programs across 12 schools and colleges. Nontenure Track Faculty enable the University to maintain this comprehensive academic offering. But it would be impractical for a single representative or a small group of Nontenure Track Faculty to effectively advocate for Nontenure Track Faculty members as a whole, particularly when each faculty member's duties and responsibilities, as well as work arrangements according to each faculty type, differ across schools and colleges. Moreover, it would be incredibly difficult for a single collective bargaining agreement to accommodate the range of interests, purposes, and programmatic nuances encompassed by the University's different schools and colleges.

In the case of adjuncts, again, their contracts with the University are often course-to-course. Therefore, it is possible, if not entirely likely, that an adjunct faculty member may complete their contract before the conclusion of a negotiation period. Additionally, their value to the University's curriculum often stems from their status as regular professionals in their fields, which allows them to impart practical, real-world knowledge and experience on their students. Some adjuncts might teach a specific course for one semester and then not teach for a prolonged period of time. This scenario raises concerns about the appropriateness of negotiating long-term conditions for roles defined by short-term, temporary engagement. Moreover, this short-term, temporary arrangement differs from the University's full-time Nontenured Track Faculty in ways that make it difficult to see how a representative group could effectively advocate for such opposite arrangements.

Academic Implications

Further, the academic freedom of Nontenure Track Faculty is critical to the University's ability to offer comprehensive academic programs. The University's ability to provide a world-class education is owed, in large part, to our faculty bringing their own styles, personalities, and course design to the classroom. However, expanding collective bargaining could hinder academic freedom, thereby jeopardizing the University's mission. This legislation would likely lead to the promulgation of union rules for faculty that restrict the autonomy they currently enjoy through course design, academic program development and proposals, pedagogy, research, service, and assessment. Similarly, the immense amount of time that the collective bargaining process requires would surely impact their commitment to these aspects of their academic lives.

Moreover, a collective bargaining environment can create an extremely adversarial relationship between Nontenure Track Faculty and academic deans and mid-level administrators, to include associate deans, assistant deans, department chairpersons and associate or assistant chairpersons who may serve as administrators with faculty rank, academic program directors and coordinators, and research center directors who oversee research staff with faculty rank, creating the possibility that collective bargaining agreements and the nature of the relationship may prioritize union interests over collaborative solutions, thereby impacting curricular development and alignment

with market needs, and resource allocation when resources are very limited, leading to a tense learning environment for students.

Financial Considerations

Morgan State University is proud to offer a world-class education at an affordable price. Currently, the University is a Carnegie Rank 2 Doctoral Research University. However, the administrative and financial impact of collective bargaining introduces uncertainties and additional costs that could jeopardize the University's continued ascent through the Carnegie ranks.

To manage relations with this additional bargaining unit, the University would need to hire a significant number of additional personnel. These new employees would entail a significant added expense to the University. Moreover, these new employees, along with incumbent employees, would require substantial training and be tasked with additional responsibilities to remain in compliance with labor relations laws. Diverting focus from core academic functions to complex administrative procedures to comply with union and collective bargaining obligations will only further strain already financially overburdened administrative departments. In this particular instance, the University's ability to fund additional personnel would be tied directly to its ability to raise tuition or make cuts elsewhere. Both outcomes are concerning for the University, particularly as we live in a time when students are facing unprecedented financial challenges in accessing higher education.

It is also unlikely that collective bargaining's effect on the University's financial obligations would be limited to additional personnel. In my experience, one of the first topics raised at the bargaining table is wages. The University is proud to offer competitive pay to its Nontenure Tracked Faculty. However, the effects of collective bargaining could require the University to seek additional funding, including tuition, or make cuts in other areas to meet otherwise currently unbudgeted obligations. This could result in the University encountering a significant funding shortfall, exacerbating the financial strain already experienced by administrative departments.

Agency infrastructure and staffing needed to support additional unionization efforts and activities could exceed \$2M to 2.5M or more for a larger member union. This estimated additional cost does not include any current benefits or related payments to individuals seeking to unionize. Further, this estimate of costs to support unionization would not include any additional negotiated cost, such as potential wage, benefits and miscellaneous payments, that are typically the subject of negotiation and would be contingent on additional funding provided by the State to meet any such agreed arrangements.

Conclusion

Morgan State University remains committed to the success of all faculty members, including those on nontenure tracks. Nevertheless, the diversity of nontenure track work arrangements, the principles of academic independence, and the financial ramifications of this legislation collectively complicate the practicality of implementing collective bargaining. Therefore, Morgan State University respectfully urges an unfavorable report on House Bill 0106/Senate Bill 0006.

We appreciate the opportunity to work with the State in reaching a solution to support our students as we continue to grow the future and lead the world.

Sincerely,

A handwritten signature in black ink, appearing to read "D. Wilson".

David K. Wilson
President, Morgan State University

SB6 NonTenure Track Colletive Bargaining_UMB UNF 2

Uploaded by: Jeanette Ortiz

Position: UNF

Testimony
Senate Finance Committee
February 5, 2026

**SB6 State Personnel - Collective Bargaining - Nontenure Track Faculty
UNFAVORABLE**

Dear Chair Beidle, Vice Chair Hayes, and Members of the Committee:

The University of Maryland, Baltimore (UMB) opposes SB6 State Personnel - Collective Bargaining - Nontenure Track Faculty, as currently drafted. UMB respectfully requests amendments that recognize the unique structure and funding model of academic medical centers.

UMB is the only academic health center in the University System of Maryland. The vast majority of our non-tenure track faculty are either clinical faculty in the School of Medicine and other health professional schools or research faculty whose work is supported almost entirely by external grant funding. On average, less than 10 percent of their salaries are supported by State appropriations, with the remainder funded through clinical revenue or competitively awarded federal and private research grants.

Including these faculty under a collective bargaining framework designed for traditionally state-funded positions would place significant strain on UMB's operating model and introduce risks that were likely not intended by the General Assembly. The terms and conditions of clinical faculty positions and the revenues available to fund these positions are tied to professional services agreements negotiated by affiliated Professional Associations, patient care delivery, productivity, licensure requirements, and reimbursement rules that cannot be meaningfully negotiated through collective bargaining without jeopardizing care delivery and financial sustainability. Similarly, research faculty are employed under terms dictated by federal sponsors, grant timelines, and principal investigator responsibilities – conditions that are not negotiable at the institutional level.

We are also concerned that SB6 does not sufficiently distinguish between institutions whose instructional missions are largely tuition- and State-funded and those, like UMB, whose missions are deeply intertwined with Maryland's public health system, biomedical research enterprise, and clinical workforce. Applying a one-size-fits-all collective bargaining model to these fundamentally different environments risks unintended consequences, including reduced research competitiveness, challenges in recruiting nationally competitive faculty, and disruptions to patient care.

UMB strongly supports faculty engagement, shared governance, and fair employment practices. We already have robust policies, grievance procedures, and participatory governance structures that include non-tenure track faculty. Our request is not to deny faculty voice, but to ensure that legislation accounts for the distinctive realities of academic medical centers.

Accordingly, we respectfully request amendments to SB6 that would exempt non-tenure track faculty whose primary responsibilities are clinical or whose salaries are predominantly funded through external grants or clinical revenue. Such amendments would preserve legislative intent while avoiding harm to Maryland's public health, research, and clinical care infrastructure.

Thank you for your consideration and for your continued support of Maryland's public universities. Please do not hesitate to reach out to Jeanette Ortiz, UMB Director of Government Affairs, at 410.703.5352 or jeanette.ortiz@umaryland.edu with any questions or if UMB can provide any additional information.

Bill Response - SB6 HB106 .pdf

Uploaded by: LESLEY THOMPSON

Position: UNF



Office of the President

**Morgan State University Testimony
David K. Wilson, President**

Senate Bill 006 (Senator Kramer, *et al.*)
House Bill 106 (Delegate Foley)
State Personnel – Collective Bargaining – Nontenure Track Faculty

February 5, 2026

Unfavorable

Senator Pamela Beidle, Chair, Finance Committee and Senator Antonio Hayes, Vice Chair, Finance Committee. We, at Morgan, thank you for the opportunity to share our position on Senate Bill 6/HB106. The summary of the Bill states the following: *Providing collective bargaining rights to nontenure track faculty of system institutions of higher education, Morgan State University, or St. Mary's College of Maryland whose assignments involve academic responsibilities, including teachers, researchers, and department heads and those in comparable positions; and establishing a separate collective bargaining unit for nontenure track faculty.*

Morgan State University is the Preeminent Public Urban Research University in Maryland, known for its excellence in teaching, intensive research, effective public service and community engagement. Morgan prepares diverse and competitive graduates for success in a global interdependent society.

Background

Morgan is not opposed to collective bargaining in general. However, Senate Bill 6 and HB 106 will have a negative administrative and fiscal impact on our institution.

Senate Bill 6 and HB 106 [3-102, (b),(9), (iii, v-vii)] attempt to explicitly exclude Nontenure Track Faculty from the list of public employment classes currently ineligible for collective bargaining. If this legislation were to pass, faculty not on tenure track at Morgan State University could unionize and, subsequently, collectively bargain with the University. The University has substantial reservations about extending collective bargaining rights to Nontenure Track Faculty. Including Nontenure Track Faculty among the public workers eligible for collective bargaining will impose considerable strain on the University's administrative resources, financial resources and academic independence.

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and accountability. University Council involves the administration, faculty, professional administrative staff, classified employees, and student body in the ongoing operation of the University. Three faculty members come from each of the University’s academic colleges and schools. For academic colleges and schools with graduate programs, at least one of the three representatives shall be a member of the graduate faculty. Two members are from the University’s classified employees. The University Council reviews proposed policies and advises the University’s President concerning those policies, providing insight into the University-wide impact they may have. The University Council may also, on its own initiative, make recommendations for the President and the Board of Regents’ consideration with respect to any matter of University-wide significance and impact.

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Moreover, a collective bargaining environment can create an extremely adversarial relationship between Nontenure Track Faculty and academic deans and mid-level administrators, to include associate deans, assistant deans, department chairpersons and associate or assistant chairpersons who may serve as administrators with faculty rank, academic program directors and coordinators, and research center directors who oversee research staff with faculty rank, creating the possibility that collective bargaining agreements and the nature of the relationship may prioritize union interests over collaborative solutions, thereby impacting curricular development and alignment

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It is also unlikely that collective bargaining's effect on the University's financial obligations would be limited to additional personnel. In my experience, one of the first topics raised at the bargaining table is wages. The University is proud to offer competitive pay to its Nontenure Tracked Faculty. However, the effects of collective bargaining could require the University to seek additional funding, including tuition, or make cuts in other areas to meet otherwise currently unbudgeted obligations. This could result in the University encountering a significant funding shortfall, exacerbating the financial strain already experienced by administrative departments.

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Conclusion

Morgan State University remains committed to the success of all faculty members, including those on nontenure tracks. Nevertheless, the diversity of nontenure track work arrangements, the principles of academic independence, and the financial ramifications of this legislation collectively complicate the practicality of implementing collective bargaining. Therefore, Morgan State University respectfully urges an unfavorable report on Senate Bill 0006/House Bill 0106.

We appreciate the opportunity to work with the State in reaching a solution to support our students as we continue to grow the future and lead the world.

Sincerely,



David K. Wilson

President, Morgan State University

SB6_USM_UNF (HR).pdf

Uploaded by: Sherri Roxas

Position: UNF



SENATE FINANCE COMMITTEE

Senate Bill 6

State Personnel – Collective Bargaining – Nontenure Track Faculty

February 5, 2026

**Daniel Chanen, Associate Vice Chancellor for HR, Sherri Roxas, Senior Director of Labor
Unfavorable**

Chair Beidle, Vice Chair Hayes and members of the committee, thank you for the opportunity to offer testimony on Senate Bill 6.

On behalf of the University System of Maryland (USM) we respectfully oppose Senate Bill 6 as written. The USM is comprised of twelve distinguished institutions, and three regional centers. These institutions are located throughout the state, from western Maryland to the Eastern Shore, with the flagship campus in the Washington suburbs. The USM includes three Historically Black Universities, comprehensive institutions and research universities, and the country's largest public online institution. As defined in the bill, there are over 13,500 non-tenure track faculty across the USM.

While some may argue that Senate Bill 6 is simply enabling legislation that will give certain groups the choice of whether to organize or not, the issue is more nuanced. The practical reality is that there are union groups both at the table and on the sidelines supporting this legislation who stand to benefit financially and who will begin that organizing work immediately despite what employees at each of the campuses actually want.

Beyond that, the process for electing an exclusive representative is structured in such a way that the actions and interests of a minority could bind the entire bargaining unit. Signatures collected on showing-of-interest forms are valid for 18 months. If a union collects showing-of-interest forms signed by at least 30 percent of the eligible employees in a proposed unit, an election will be held by secret ballot. The election's outcome is determined by a simple majority of the valid votes cast in the election, regardless of the size of the proposed unit. The decision of the simple majority will bind all employees who are eligible to vote, regardless of whether they do vote.

If, on the other hand, a union collects showing-of-interest forms signed by more than 50 percent of the eligible employees, the exclusive representative will be immediately recognized. No election will be held, and employees will have no opportunity to vote by secret ballot. This means that an employee is bound by a decision they may have made 18 months ago without the opportunity to re-evaluate.

There are some additional concerns and challenges with this bill as written. In establishing proper bargaining units, labor law requires that the positions in the unit share a sufficient community of interest such that they may reasonably be grouped together for purposes of collective bargaining. Senate Bill 6 contains a sweeping definition of "nontenure track faculty" that would establish broadly defined bargaining units lacking the requisite community of interest for appropriate and effective bargaining. The perception that all faculty are the same, particularly in a system like the USM, is not appropriate. There are varied ways in which faculty are classified, how they perform their work, and how they are funded.

USM Board of Regents policy ([II-1.00](#)) defines the types of faculty appointments; a policy that was established after consultation with faculty governance. With eight (8) distinct types of faculty, this bill would sweep together research engineers and scientists with lecturers and clinical faculty, and others. Further, nothing in this bill would restrict these newly established units from electing to negotiate on a consolidated basis if represented by the same exclusive representative – something we would argue is not appropriate for these units.

The imposition of such costly policy changes at this time would be more than challenging for all our campuses and, in fact, devastating for some. The USM has faced significant budget reductions at both the federal and state levels. Allowing employees whose positions are funded through a research or service grant or contract, or through clinical revenues, to participate in collective bargaining only compounds those budgetary concerns. Such a change unnecessarily breaks from what has historically been a reasonable restriction for circumstances where funding is not guaranteed. Some mechanism to allow the proper funding of any resulting agreement is critical. Moreover, the removal of the requirement of regular employment in the State of Maryland to be eligible for collective bargaining adds immense complexity, particularly for UMGC which has employees all over the globe. As written, this bill has the potential to more than double the number of represented employees across the USM, which will undoubtedly increase costs to the institutions.

For all the foregoing reasons, and as expressed in any separate testimony submitted on behalf of the USM, we respectfully urge an unfavorable report on Senate Bill 6 as written. Suggested amendments are attached for consideration.



SENATE BILL 6
(FIRST READING FILE BILL)

AMENDMENT NO. 1:

On page 3, insert “(1)” after “(H)” in line 18.

AMENDMENT NO. 2:

On page 3, strike “FULL-TIME, PART-TIME, OR ADJUNCT” in lines 18-19 and substitute “NON-TENURE TRACK TEMPORARY, CONTINGENT, OR CONTRACTUAL ‘ADJUNCT’”.

AMENDMENT No.3:

On page 3, insert “PRIMARY” before “ASSIGNMENTS” on line 20.

AMENDMENT NO. 4:

On page 3, strike beginning with “INCLUDING” in line 21 down through “POSITIONS” in line 22. Add “CLASSROOM INSTRUCTIONAL” before “RESPONSIBILITIES” and “AND WHO TEACH MORE THAN ONE COURSE PER SEMESTER” following “RESPONSIBILITIES” in line 21.

AMENDMENT NO. 5:

On page 3, add the following subsection after line 22:

“(2) ‘NONTENURE TRACK FACULTY DOES NOT INCLUDE:

- (I) OFFICERS;
- (II) ADJUNCT FACULTY WHO TEACH A STANDARDIZED, PRE-DESIGNED AND TEMPLATED CURRICULUM PER COURSE AND WHOSE STATUS IS TEMPORARY, CONTINGENT, OR CONTRACTUAL ON A PER COURSE BASIS FOR A DEFINED PERIOD OF 12 WEEKS OR LESS; OR
- (III) STUDENT WORKERS.”

AMENDMENT NO. 6:

On page 4, strike “, EXCEPT FOR NONTENURE TRACK FACULTY” on lines 20-21.

AMENDMENT NO. 7:

On page 4, strike “, EXCEPT FOR NONTENURE TRACK FACULTY” on line 28.

AMENDMENT NO. 8:

On page 4, strike “, EXCEPT FOR NONTENURE TRACK FACULTY” on line 30.

AMENDMENT NO. 9:

On page 5, remove the brackets around “, as defined in regulations adopted by the governing board of the institution” on lines 7 and 8 and maintain this language.

AMENDMENT NO. 10:

On page 5, add the following subsection following line 21:

“(III) THE BARGAINING UNITS DESCRIBED IN SUBPARAGRAPH (II)4 OF THIS PARAGRAPH MAY NOT ELECT TO ENGAGE IN CONSOLIDATED COLLECTIVE BARGAINING UNDER § 3-602 OF THIS TITLE.”

AMENDMENT NO. 11:

On page 5, strike “2026” in line 23 and substitute “2028.”

Purpose of Amendments:

The purpose of the amendments is to redefine the scope of the legislation so that it applies only to certain adjunct faculty. The adjunct definition excludes adjuncts at Global Campus to protect their unique model for competitiveness. We also require an adjunct to teach more than one course. Additional language added prohibits these new units from electing to engage in consolidated bargaining, and the effective date is adjusted back two years to 2028.

Testimony SB6 2026 UMGC Final.pdf

Uploaded by: Erin Favazza

Position: INFO



**UNIVERSITY OF MARYLAND
GLOBAL CAMPUS**

Senate Bill 6 - State Personnel – Collective Bargaining – Nontenure Track Faculty

To: Members of the Senate Finance Committee

Date: February 5, 2026

From: University of Maryland Global Campus (UMGC)

Executive Summary:

University of Maryland Global Campus (UMGC) provides this Letter of Information and Amendment to highlight the unique operational, faculty, and financial structures that distinguish UMGC from traditional residential institutions. Given our global mission to serve adult and military learners, UMGC utilizes a specialized business and human resources model that requires significant flexibility.

A Distinct Faculty Profile:

UMGC’s instructional model differs fundamentally from traditional face-to-face academic settings:

- **Global Reach:** UMGC employs 5,111 part-time, as needed adjuncts residing across the U.S., Europe, Asia, and Africa. Only 28% of the stateside faculty members reside in Maryland.
- **Professional Focus:** Our adjuncts are primarily hired for their applied industry expertise rather than traditional academic credentials. For 86% of these faculty members, teaching at UMGC is not the primary source of household income.
- **Curriculum Structure:** Due to our global scale, faculty teach a highly standardized curriculum designed by full-time faculty to ensure consistent assessment. This reduces the scope of responsibility and autonomy typically expected in traditional faculty roles.

Existing Shared Governance:

UMGC currently supports a robust system for faculty engagement:

- Adjunct Faculty Association (AFA): Established in 2015, the AFA has consistently chosen to engage in a "Meet and Confer" process without the representation of an outside labor organization.
- Overseas Governance: Instructional activities abroad are governed by Department of Defense (DoD) contracts, which strictly define the scope of work and institutional authority.

Compensation and Fiscal Impact:

UMGC provides competitive compensation despite receiving lower levels of state support than peer institutions:

- Competitive Pay: UMGC pays \$3,770 per 3-credit course, which is higher than the average maximum of geographically proximal and similar scaled-online institutions.
- Funding Disparity: UMGC receives only 12% of its funding from the State. Furthermore, the State covers only 30%–35% of COLA and merit funding for UMGC, compared to full funding for other University System of Maryland (USM) institutions.
- Budget Shortfall: This funding gap has resulted in an annual budget shortfall of \$23 million for accumulated COLA and merit increases over the past six fiscal years.

Conclusion:

UMGC's unique mission and reliance on a global, industry-professional adjunct workforce necessitate an HR system with the flexibility to manage personnel outside of traditional collective bargaining frameworks. Any legislative changes must account for the \$23 million annual shortfall and the potential impact on our ability to remain competitive and compliant with federal DoD contracts.

AMENDMENTS TO SENATE BILL 6

(First Reading File Bill)

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The language to exempt UMGC adjuncts from this bill recognizes the significant fiscal impact on UMGC, as the business model is supported solely by approximately 5,000 practitioner adjuncts who teach in Maryland, the US, Europe, Asia, and Africa, and whose responsibilities differ significantly from adjuncts at traditional institutions, and would put UMGC at a significant competitive disadvantage with their peer institutions.

UMD LOI SB6 Collective Bargaining.pdf

Uploaded by: Jazz Lewis

Position: INFO



**Senate Finance Committee
Senate Bill 6
Collective Bargaining - Non Tenure Faculty
Letter of Information
February 5, 2026**

Chair Beidle and Members of the Senate Finance Committee,

Thank you for the opportunity to provide information regarding Senate Bill 6. The University of Maryland, College Park (UMCP) appreciates the General Assembly's continued engagement on issues affecting higher education and the workforce that sustains our public universities. The University System of Maryland is providing testimony in opposition to the bill, but we wanted to share important information about how this bill would affect our campus as we employ approximately 5,167 faculty members across multiple appointment types.

Personnel costs account for approximately 65% of UMCP's operating budget, making workforce-related mandates particularly impactful. Salary adjustments tied to collective bargaining agreements, market competitiveness, graduate assistant stipends, and student support investments already place upward pressure on costs. Vacancy savings and delayed refills—while useful in the short term—are not sustainable long-term solutions and have real operational consequences.

Importantly, UMCP has undertaken significant, proactive steps over the last three years in particular to improve the quality of life, compensation, and job stability for adjunct and professional-track (non-tenure-track) faculty through a comprehensive, bottom-up process. These actions include:

- Substantial increases to minimum salary floors (up to 48% for some instructional faculty)
- Establishment of minimum per-course compensation standards for adjuncts
- Clear guidelines for multi-year contracts and early non-renewal notification
- Publication of a formal Appointments, Evaluation, and Promotion Manual
- Development of a workload policy through shared governance

These reforms represent meaningful progress and reflect UMCP's commitment to equity, transparency, and stability within existing fiscal constraints. It also demonstrates why UMCP has a 97.3% retention rate for tenured/tenure track faculty, and a 93.4% retention rate for Professional Track (nontenured) Faculty.

Against this backdrop, SB 6 would introduce significant new fiscal and operational obligations at a time when UMCP's flexibility is already constrained by:

- Multi-year state budget reductions
- Federal funding uncertainty
- Heavy reliance on vacancy management to balance budgets

Applying collective bargaining broadly across non-tenured faculty categories—many of which already have distinct appointment structures, funding sources (including many compensated from non-state revenues), and governance processes—would compound these pressures and could inadvertently undermine the University’s ability to meet statewide goals for access, affordability, innovation, and research competitiveness.

UMCP continues to offer in-state tuition for a world class education that is well below the average of our Big10 peers. However, reductions enacted or proposed in recent fiscal years—including approximately \$28 million in FY25 and \$59 million in FY26—have required permanent structural adjustments across campus. These reductions follow earlier cost containment actions and significantly limit the University’s ability to absorb additional fiscal mandates without affecting core academic, research, and student support functions.

While UMCP has worked diligently to protect instructional quality and avoid layoffs where possible, prior reductions have already resulted in:

- Permanent elimination of vacant and contractual positions
- Delayed hiring and extensive vacancy management
- Reductions in operating expenditures

These strategies have largely exhausted the University’s most flexible options. Additional mandates layered onto this environment would likely require direct impacts to staffing levels, academic programs, or student services, in addition to potential tuition and fee increases.

At the same time, UMCP faces increased pressure from the federal landscape. Federal regulatory changes, grant terminations, reductions in funding for certain research disciplines, and heightened scrutiny are placing downward pressure on our research enterprise and administrative operations. In addition, reductions in federal student aid and research support will have significant impacts on our graduate students in particular and could require additional university investment to support this population.

UMCP respectfully urges careful consideration of SB 6 in light of the cumulative fiscal pressures facing Maryland’s public research universities. The University remains committed to constructive engagement with the General Assembly and to advancing fair, sustainable workforce practices that align with the State’s expectations and the University’s public mission.

jmlewis@umd.edu