Written Testimony Submitted to the
Maryland House Government, Labor and Elections Committee
HB0106
State Personnel - Collective Bargaining - Nontenure Track Faculty
February 10, 2026
FAVORABLE

Good afternoon Chair Wells, Vice Chair Kerr, and members of the House Government, Labor and Elections 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
CMSC
CMNS
mmazurek@gmail.com

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