

**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 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,

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