

**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 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,

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