

**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 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).