

**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 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,

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