

**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 Sharada Balachandran. I am a tenured professor of English at 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 faculty member of 13 years in the Department of English, 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. They do not benefit from the privilege of job security enjoyed by tenured and tenure-track faculty members. They are oftentimes overworked and teaching for a mere fraction of the amount paid to tenured and tenure-track faculty members. They lack equal access to shared governance at the departmental, college, and university levels; endure discrimination from tenured and tenure-track faculty; experience employment precarity including last-minute changes to work assignments and delays to being offered contracts.

As a TT faculty member, I need collective bargaining in order to achieve the full promise of shared governance promised to tenured faculty members. After all, shared governance is not a substitute for collective bargaining and only covers certain issues and is advisory. And this is unacceptable given the important work that faculty do for the state of Maryland: we are the people. educating the future leaders of the state and the country.

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,

Sharada Balachandran
English
ARHU
sbalacha@gmail.com

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