

**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.

I have been at UMD- College Park for 8 years. I was hired to teach writing. An assignment I developed, with a colleague (with whom I met between our class times) is now on the standard syllabus, which reaches thousands of students a year. In our department, you must teach four classes of writing per semester to be considered full-time. Writing is a very intensive class to grade. While, I very much appreciate that I am given benefits while teaching part time, I have found, from discussions with people in other departments, that though their course loads may be similar to mine, two classes a semester is considered full-time in some other departments at UMD. Why does this matter? This matters because if my children hope to attend this university, they will only receive half tuition at most. Why else does this matter? When considerations are made for merit pay or other possible bonuses I am considered part-time. Additionally, I am not able to have any kind of sabbatical. I very much appreciate the opportunity to apply for promotion, but was surprised to see that our promotion process is based on a tenure-track style of application, but does not come with similar rewards. I spent months working on an application for promotion and saw my salary increase by about \$2000 the first year. I think that, in many ways, the University of Maryland is better at treating their professional track faculty than many colleges, but I definitely see room for improvement. Today I ran into a student that I had last semester, as we were all walking into the cafeteria. She stopped me to introduce me to her friends. Many students will contact me a year or so after they took my class to tell me they remember things we discussed, and miss the community of my classroom. I love teaching, and believe that if I were to teach four sections a semester I would have a hard time connecting so well with students.

Sincerely,

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