

**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. Christina Walter. I am a tenured associate professor of English and Women, Gender, and Sexuality Studies at University of Maryland, College Park. I have been at the university 18 years, 12 of those with tenure. 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, I am one of very few Maryland public employees without these rights. My focus today, however, is on gaining collective bargaining rights for our non-tenure track faculty, who are among the university's most vulnerable.

I currently serve as the Director of Undergraduate Studies for the English Department, which offers the largest number of required Fundamental Studies courses for the university. Beyond our English majors and our minors in Creative Writing, Rhetoric, Professional Writing, and Digital Storytelling, all UMD students pass through the English department twice, first, to take Academic Writing and, later, to take Professional Writing. The lion's share of those courses are taught by full-time professional track faculty. In other words, the English department cannot run--and indeed the university's General Education Program cannot run--without our highly qualified professional track faculty, with whom I work closely. These faculty teach four (sometimes more) courses per semester, often multiple different courses, with different preparations, a huge workload. Yet, they are widely lauded by their students as some of our best, consistently receiving amazing course evaluations and various student-selected accolades.

Despite the importance of non-tenure-track faculty to the university, which I hope I have demonstrated, they lack equal access to shared governance at the departmental, college, and university levels. They often deal with arbitrariness, delays, or last-minute changes in their assigned workloads and a lack of communication from university officials about expectations and evaluation procedures. Quite often, their job security is minimal and their pay is comparatively quite low.

Our essential non-tenure-track faculty deserve better than that and I hope you all will agree and grant them the right to bargain collectively so their voices may be heard and their conditions improved.

Sincerely,

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