

**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 Katherine Wasdin. I am a tenured professor of Classics 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. I have taught here since 2019 and have been tenured since 2022. I am deeply devoted to the mission of educating young Marylanders and building the national and global status of UMD as a research institution. Yet as faculty members, my colleagues and I are some of the very few Maryland public employees without these rights.

While all faculty deserve collective bargaining rights, non-tenure-track faculty are among the most vulnerable. The non-tenure-track PTK faculty in my department often work harder for less money, teaching higher loads and contributing to the service and research mission of the university beyond what is technically required by contract. PTK and adjunct faculty are also more vulnerable to job loss and have less of a voice in shared governance by faculty, even though they may teach here for their whole careers. According to the University's plan of organization, they have less representation in the Senate: while TTK faculty have one representative for each 15 or so faculty, PTK faculty are only granted one representative for each 30 or so faculty. This is clear discrimination and a strong reason for such faculty to be granted collective bargaining rights, the only way to make their voice heard.

Collective bargaining rights for PTK faculty could also help TTK colleagues. As the university swells the ranks of PTK faculty and shrinks the number of TTK faculty, administrative work that can only be done by TTK must be carried out by fewer and fewer people. Providing collective bargaining to PTK faculty might cause the institution to rethink its priorities and reliance on non-tenured instructors and researchers, and eventually open more TTK lines to redistribute work more fairly. I also strongly support extending collective bargaining rights to tenure track faculty. As state employees, we deserve to have a say in our working conditions. Shared governance at UMD is only advisory. Even what we have is being diminished as the Senate office pushes through new regulations limiting the ability of Senators to raise and amend resolutions in Senate meetings. Clearly, even the small voice we have is seen as a threat by the administration.

My colleagues and I are devoted to our jobs. We care deeply about our research and about educating the next generations of Marylanders. I myself organize a yearly meeting for about 100 middle- school and high-school students from across the state every fall semester as a way of connecting my department with the greater community in the state. 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,

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