

**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 Mircea Raianu. I am a tenured Associate Professor of History at the 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. We are one of very few Maryland public employees without these rights.

In our department, non-tenure-track (non-TT) faculty are some of the most popular and beloved teachers. They carry the heaviest burden of staffing our introductory lecture courses, playing a crucial role in recruiting new majors and enhancing student satisfaction throughout all four years of the curriculum. They teach more courses and students per year than most tenured or tenure-track faculty. If you have in mind the idea of a 'college professor' an undergraduate is likely to encounter in their first or second year Gen Ed History course, they often turn out to be a non-TT instructor. I have witnessed firsthand their centrality to our educational mission in my role as Director of Undergraduate Studies. Put simply, without our non-TT colleagues, this department and much of our university could not function. And yet they find themselves on the front lines of budget cuts with no real protections or safeguards and remain excluded from meaningful shared governance. They never know if or when their contracts will be renewed or course loads modified. Collective bargaining would provide non-TT faculty the security they need and deserve to continue doing their jobs, which they are doing so well! It is not only a fundamental right but also a smart investment in human capital for the state of Maryland.

Of course, even tenured and tenure-track faculty are not exempt from the pressures of this moment, financial and otherwise. We may have formal access to shared governance, but don't have much space to contest the priorities of university leadership. Opportunities for open discussion and up-or-down votes in bodies such as the Senate, where I have served for the past three years, are limited. Tenure is nice to have, and we are grateful for it. But it is increasingly not enough as programs face cuts, academic freedom is under attack, and the entire educational landscape is rapidly shifting with the advent of artificial intelligence. These challenges must be faced together, regardless of our status. We are all in the same boat and contribute to making our public university system (still) one of the best in the world. Our remarkable expertise and skill can only be fully leveraged if our employment is as secure as possible.

Collective bargaining--a right afforded almost all other Maryland public employees and USM peer institutions--should therefore be extended to all faculty in College Park, beginning with non-tenure-track faculty.

Sincerely,

Mircea Raianu
History

ARHU
mcraianu@gmail.com

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