

**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 Joshua Weiner. I am a tenured professor of English at University of Maryland, College Park, where I have taught full-time on the tenure track since 2001. I have been working with my colleagues in Untied Academics of Maryland-University of Maryland (UAM), an affiliate of the American Association of University Professors (AAUP) and the American Federation of Teachers (AFT), in order to secure collective bargaining rights for all faculty in the state's public four-year institutions.

As a faculty member of English for over 25 years, I am only one of very few UMD public employees without these rights. I am also a third generation public school teacher--my mother and my grandmother lived their professional lives as public school teachers, and they had these rights.

All faculty deserve collective bargaining rights--it is a natural right of labor and free association; but non-tenure-track faculty in our system are among the most vulnerable workers.

As a former director of the MFA program in creative writing at UMD; and as a long-standing mentor to the faculty, I have worked with non-tenue-track faculty: they play a crucial role in the educational mission of the university; they work under often unmanageable or hardly manageable pressures of course load and underpayment; and this applies to full- as well as part-time (PTK) instructors.

Non-tenure-track faculty lack equal access to shared governance at every level of the university (departmental, college, and university levels); they receive arbitrary workloads (course assignments), which frequently undergo last-minute changes.

Non-tenure-track faculty, in my long and wide experience, are just as dedicated--often even more dedicated--than tenured faculty (especially older faculty), and this despite little job security, lower pay, unmanageable workloads (especially for parents and primary elder caregivers), and many more circumstances.

The value that faculty bring to the University is immeasurable; their work and involvement with students is the cornerstone of public education at the higher ed level: it's quite literally the main mission of the university, to serve its students in the project of education. Non-tenure-track faculty play a particularly crucial role, every day, in this mission: they are often the faculty that students have the first and primary acquaintance with.

The English Department at Maryland is one of the cornerstone departments of the College of Arts & Humanities; it fills more seats, for less cost, than any other department at the university. It's where students learn the higher art of reading and writing, including very

practical skills in critical thinking, clear writing, and persuasive speaking. These students then enter the larger community upon graduation; they have a widespread and meaningful impact on the real, deep, necessary health of the community and our shared world.

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,

Joshua Weiner
English
Arts and Humanities
jweiner1@umd.edu

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