

**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 am Christopher Bonner, a tenured professor of History at University of Maryland, College Park. I'm working with 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 worked at UMD for more than 10 years, and I am one of a very few Maryland public employees without these rights.

All faculty deserve collective bargaining rights, but non-tenure-track faculty are among the most vulnerable. They often lack full access to shared governance on campus and stability in their appointments and workloads. My non-tenure-track colleagues are essential to our department and to the university as a whole. In History, they teach popular courses that make students enthusiastic about the subject and instill valuable tools for thinking about our world. They bring the expertise of their training to their courses, but they are required to teach far more than tenure-track colleagues and often with no commitment from the university beyond the current academic year. The instability of their positions does not account for the value of their immense contributions to the intellectual and community missions of the university.

Further, as a tenured faculty member, I am disheartened by the limits of shared governance and faculty input on university decisions. Recently, the university changed the name of the Office of Diversity and Inclusion to an office of Belonging and Community, bowing to pressure from the federal government. While this might seem a minor change, I am concerned about the significance of UMD turning away from an explicit commitment to diversity without hearing what this means to me and others on campus. The heart of the university is its people - students, teachers, staff, and administrators working together to advance our understanding of the world. This works best if all parties play a meaningful part in shaping the way the university runs.

The right to collectively bargain--a right of almost all other Maryland Public Employees and USM peer institutions--ensures that non-tenure-track faculty, and ultimately 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).*