

**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 Cécile Accilien. I am a tenured professor of French and Francophone Studies 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. As a resident of Maryland and a faculty member in French & Italian in the School of Languages, Literatures and Cultures who have been at the university for three years I am one of only very few Maryland public employees without these rights.

While all faculty deserve collective bargaining rights, non-tenure-track faculty are among the most vulnerable. In my department non-tenured faculty are essential and necessary in order for us to do our job efficiently. My PTK colleagues with whom I work with very closely teach a load of 3-4 classes per semester in addition to other administrative duties such as advising. These colleagues do not have equal access to shared governance at the departmental, college or university level. Some colleagues lack clear expectations when it comes to evaluation procedures and do not have job security. In spite of these issues my colleagues continue to show up for students in so many ways. Without these colleagues our department will not exist.

In light of the current political and cultural climate in the country tenure track faculty are feeling vulnerable. Many of us worry that there will be a time when we may not be able to teach our classes and do our research because of the topic we are trained to teach and research. Shared governance is important but it is not enough.

All faculty (tenure track and non-tenure track) are valuable to the mission and vision of our university. One of my immediate colleagues advise undergraduate students for our majors and minors as well as study abroad. She is the one who interfaces with all our students and encourage them to major in French. Many of our students are double major. Without the passion and support from my colleague we would have less students.

The university stresses the importance of culture in our global world and our department plays a vital role in supporting that mission. The stronger we are the better we are able to support our students.

Sincerely,

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