

**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 David Sartorius, and I am an associate professor of history at the University of Maryland at College Park, where I have worked since 2007. I call on this committee to issue a favorable report to this Bill. The state already grants the right of collective bargaining towards nearly every other state employee, as well as the faculty at our community colleges and the non-academic workforce at our four-year institutions. It is clear that this right should be extended to the rest of higher education in Maryland.

For tenured, tenure-track, and non-tenure track instructors alike, teaching undergraduate and graduate courses in the fall and spring semesters represents a fraction of the work that we do. In any given week, we spend far less time teaching, researching, and producing scholarship than we do on invisible labor--that is, unremunerated and not contained within our course responsibilities: university committee work and other service obligations at the department, college, and university level; service to the discipline and profession, including committee work for professional organizations, serving on journal editorial boards, and writing evaluations for tenure and promotion; and mentoring, writing letters of recommendation, and reading and editing work in progress for students and colleagues at the University of Maryland and beyond.

I support this Bill because I believe that faculty governance is vital to the mission of a public university and that collective bargaining is the most effective way to buttress faculty governance in the face of a university administrative apparatus that frequently prioritizes student "revenue" and athletic programs over teaching and research. When I realize that most upper-level administrators earn over \$300,000 per year, I feel the need to advocate for a more just and equitable distribution of compensation at the university, especially when faculty salaries at my rank are between 17 and 58 percent higher at peer institutions. With infrequent merit raises and few "job title promotion" opportunities faculty limited opportunities and incentives to work harder to earn a higher salary.

Legislatures in other states have aggressively curtailed free speech and faculty governance in recent years, and I am proud to work in a state that has long valued its state university system. Without collective bargaining rights for that system's employees, the promise of public education in Maryland will remain unfulfilled.

Sincerely,

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