

**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 Anny Gaul. I am a tenure-track professor of Arabic 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 faculty member who has worked at the university since 2020, I am one of the very few Maryland public employees without these rights.

In my capacity as the head of an undergraduate program I work closely with our non-tenure-track faculty who are the best in their field -- experts with years of experience teaching language and culture to undergraduates who have gone on to all kinds of successful careers. Their workloads are high and their employment is often precarious; they are, in my view, inadequately compensated for all they do for the university and for our students; and yet they show up to do excellent work day in and day out. They often do not know whether their contracts will be renewed till the last minute and they have little to no leeway in terms of shaping the terms of those contracts. Collective bargaining will offer a voice and security to our colleagues whose work makes the university run.

As a tenure-track faculty member I balance research, teaching, and administrative work. I regularly publish new research in scholarly journals and with academic presses, and engage in a wide range of public outreach activities, including sharing my research with local business leaders, UNESCO, and networks of K-12 educators, among other groups. I also devote hours each week to administrative labor to make our academic program run. It has been clear to me that the shared governance mechanisms at our university are insufficient to grant us -- the faculty responsible for the day-to-day running of the university -- the decision-making power we need to advance the university and provide the very best experience for our students. We have increasingly heavy administrative burdens and responsibilities and shrinking power. Collective bargaining will fix that.

Universities where faculty have collective bargaining rights, including many of the country's prestigious public research universities, are places where professors are empowered to bargain a contract that reflects the issues that matter most to them--which should be a given at a public institution in a democratic society. Please support our right to have the voice we deserve.

Sincerely,

Anny Gaul
College of Arts & Humanities
ann.gaul@gmail.com

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