

**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 Manizhe Galledari, I am a full-time non-tenure-track lecturer, in the Department of Persian studies at the University of Maryland, College Park, where I have worked for 11 years. I am writing as a Maryland public university faculty member and, a Maryland resident.

I am working with my colleagues in United Academics 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 at a flagship public university, I am among the very few Maryland public employees who are still denied these basic workplace rights.

While all faculty deserve collective bargaining rights, non-tenure-track faculty are among the most vulnerable. In my role, I teach Persian courses and work closely with students from diverse academic, cultural, and socioeconomic backgrounds. I devote significant time to course preparation, mentoring students, grading, and service to my department and university --work that extends far beyond time spent in the classroom.

Despite this, my employment conditions is insecure and low pay.

Non-tenure-track faculty bring tremendous value to the University of Maryland. We teach a substantial portion of undergraduate and graduate courses, mentor students, contribute to curriculum development, and support the university's mission through our dedication and expertise. Many of us remain deeply committed to our students and institution, even in the absence of job security or equitable compensation. Our work directly supports student success and strengthens the university's role as a vital educational and cultural resource for Maryland and the broader community.

Collective bargaining is a necessary complement that ensures fairness and accountability.

It is through the right to collectively bargain--a right afforded to nearly all other Maryland public employees and faculty at peer institutions--that non-tenure-track faculty, and hopefully soon all faculty, can finally have the voice, protections, and dignity we deserve. I strongly urge your support for extending collective bargaining rights to faculty in Maryland's public four-year institutions.

Sincerely,

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