

**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 Patrick Chung. I am a tenure-track assistant professor of history 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 at the university for nearly a decade, I am one of only very few Maryland public employees without these rights.

Given the political uncertainty for those in higher education (and the DC area more specifically), I believe it is more important than ever for all public employees to be empowered and enfranchised, not only to fight for my own rights but that of others. As a tenure-track faculty member, I can attest to the importance and precarity of non-tenure-track faculty. In my department, non-tenure track faculty play a critical role in undergraduate education, including teaching many of our largest lecture classes. Despite their contributions, these faculty are not afforded sufficient pay or job security. Often, they are forced to teach unreasonable amounts in order to make ends meet. This means our non-tenure-track colleagues are overworked to the point that student instruction may suffer.

Collective bargaining rights for tenure-track faculty are also critically important. I believe that faculty need to have a say in how the university responds to the politically-motivated assaults on higher education and the resulting budgetary pressures. Throughout my time at UMD, I have been troubled by the lack of transparency about how money is spent and why. As the university navigates the coming political and financial turmoil, collective bargaining rights will allow tenure-track faculty not only to fight for our own interests but also to ensure that academic and educational priorities remain at the center of the university's budgetary calculus.

It is through the right to collectively bargain--a right afforded almost all other Maryland Public Employees and USM peer institutions--that non-tenure-track faculty, and, hopefully soon, all faculty, will have the voice they deserve.

Sincerely,

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