

**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 Jason Kass. I am a part-time non-tenure-track faculty member in the Department of Art at the University of Maryland, College Park, where I have taught for several years. I am submitting this testimony in coordination 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), in support of collective bargaining rights for faculty at Maryland's public four-year institutions. Despite my long-term service to the university and my full participation in its teaching mission, I remain one of the very few categories of Maryland public employees without the right to collectively bargain. I am also a Maryland resident, with both personal and professional interests in the success and integrity of the university.

While all faculty deserve collective bargaining rights, non-tenure-track faculty (PTK) are among the most vulnerable. Like many of my PTK colleagues, I carry a teaching load, mentor and advise students, develop new curricula, and contribute to departmental and institutional initiatives that extend well beyond the classroom. My work requires extensive preparation, assessment, student support, and coordination, yet I am compensated almost exclusively for time spent in class. PTK are often expected to perform additional labor such as participating in meetings, revising courses, responding to institutional mandates (I.e. digital accessibility), and supporting departmental needs without any additional pay or formal recognition. Despite doing work that is often indistinguishable from that of my tenure-track colleagues, I am paid significantly less and face persistent uncertainty about contract renewal, workload assignments, and long-term employment. These conditions leave PTK particularly vulnerable to exploitation and retaliation, reinforcing a two-tier system in which PTK faculty function as second-class citizens within the university.

The lack of ethics and the pervasive injustice of this situation is made worse by the fact that the University of Maryland relies heavily on PTK faculty to fulfill its core teaching mission. PTK faculty teach a significant proportion of undergraduate courses, provide continuity in key programs, and often serve as the primary point of contact for students. We bring deep commitment, pedagogical expertise, and institutional knowledge to our work, even as we absorb the risks of unstable employment, lower pay, and limited professional standing. In effect, non-tenure-track faculty subsidize the university's budget by doing essential labor at reduced cost, allowing the institution to function while shifting financial and professional risk onto its most vulnerable employees.

I care deeply about my students, my colleagues, and the mission of the University of Maryland. I want this institution to thrive and to continue serving the people of Maryland with integrity and excellence. That goal is incompatible with a labor system that depends on insecurity, inequity, and silence. It is through the right to collectively bargain, which is a right afforded to almost all other Maryland public employees and to faculty at many USM peer institutions, PTK, and ultimately all faculty, will gain the voice, dignity, and protections they deserve. I urge the committee to issue a favorable report for this bill.

Sincerely,

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