

**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 Joel Chan. I am a tenured professor 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 an Associate Professor in the University of Maryland's College of Information with 8 years of service, I am one of only very few Maryland public employees without these rights. I am also a Maryland resident, and send my children to the Prince George's County Public School system.

I believe all faculty deserve collective bargaining rights, and non-tenure-track faculty in particular are among the most vulnerable who especially need the security and solidarity of full collective bargaining rights. Every day I am astonished at the stellar work of the lecturers, faculty specialists, and research faculty who are the bedrock of our College and University's teaching and research mission. For instance, our lecturers and adjuncts uphold high standards of teaching excellence (and often bring in their unique real-world expertise to the classroom) in ways that we as tenure-track faculty often cannot (due to our additional focus on research). Yet, their ability to do so is often threatened by headwinds of budgets, growing class sizes, instability of classroom and office space allocations, and staffing support, over which they have little control; even moreso, many of our colleagues struggle with the fear of contract precarity and inadequate pay, with little recourse for change. Collective bargaining rights empower them to fight for the resources and working conditions that make learning conditions for our students the best that they can be, to fulfill the mission of our University.

On a personal level, the events of the past year have intensified my appreciation for the importance of a strong faculty, bound together with appropriate collective bargaining rights. I've watched with alarm as the Trump administration has shredded our federal research funding infrastructure, levied intense, direct attacks at our higher education system, and created increasingly unsafe and unwelcoming conditions for immigrants like myself (legal, yes, but for many eyes, always a second-class citizen, just steps away from deportation). A key source of hope and strength has been joining the collective voice of the AAUP: it's delivered key lawsuit wins across the country, but also concrete wins on our campus, from restoration of wrongfully canceled IMLS research grants, to formal bridge funding mechanisms for our non-tenure track faculty. But much more remains to be done: many of my colleagues still have students stuck overseas due to capricious changes in visa processing and requirements; others are still scrambling to make research ends meet in the face of "anti-DEI" measures against key topics like health equity and online information security.

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, to fight for working conditions that

preserve our research and teaching mission, even as the headwinds against higher education and expertise grow stronger.

Sincerely,

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