

**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 Zachary Dorner. I am an Associate professor of history at the 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 tenured professor, I am one of only very few Maryland public employees without these rights. As a resident of Prince George's County, Maryland, it is important to me that our community members receive equal rights to fair working conditions.

While all faculty deserve collective bargaining rights, non-tenure-track faculty are among the most vulnerable because they are not afforded the job security, privileges, and professional opportunities of other faculty members. Non-tenure-track faculty often teach the courses with the highest enrollments and thus are responsible for a higher number of students per capita than their tenure-track peers. As a result, they have less variety and flexibility in their workloads and are often overworked. Others must teach at multiple institutions across the region to make ends meet. Despite lower pay, lack of job security, and for many a lack of full benefits, non-tenure-track faculty provide tremendous value to student learning at the University of Maryland, College Park. Without their labor under these conditions many units would not be meeting the needs of our students, and in other cases be unable to function.

Tenure-track faculty also need collective bargaining because of the failures of shared governance that have occurred at the University of Maryland as well as the growing nationwide assault on academic freedom. Trends across higher education over the past year have shown that the protections of tenure are perhaps more fragile now than since the era of the Vietnam War. Though shared governance is crucial to the operation of the university, it is not a substitute for collective bargaining given its advisory ambit.

As a Maryland resident, I am proud that this state has for decades viewed collective bargaining between state employees and management as the best way to promote democracy in our workplaces and public institutions. Now, more than ever, Maryland must stand as an example to its people and to its students of democratic participation and intellectual honesty--collective bargaining is a big part of that. The right to collective bargaining has long been recognized as not only a fundamental human right, but also as the best method of ensuring that employee voices play a vital role in constructing conditions that govern our workplaces. 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,

Zachary Dorner
History

ARHU
zack.dorner@gmail.com

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