

**Written Testimony Submitted to the
Maryland Senate Finance Committee
SB0006**

State Personnel - Collective Bargaining - Nontenure Track Faculty

February 05, 2026

FAVORABLE

Good afternoon Chair Beidle, Vice Chair Hayes, and members of the Senate Finance Committee.

I am writing in support of this bill for collective bargaining rights for contingent faculty. I have been teaching at my institution for over 20 years, first as an adjunct then as a lecturer. I remain on a 9-month contract, not knowing from one year to the next whether I will have a job. While I have healthcare, I am not offered retirement benefits, despite my many years at the institution. Further, contingent faculty are offered very few opportunities for professional development and with heavy teaching and advising loads with little pay, very little opportunity for research, publishing and professional development. We do not have meaningful input into shared governance and are at the mercy of our administration with few institutional protections. At a time when higher education is under attack from the Trump administration - especially in fields like mine - having the right to unionize couldn't be more urgent. Please support faculty in making this happen.

Sincerely,

Heather Hax
Sociology, Anthropology, Criminal Justice
College of Liberal Arts
heatherhax@gmail.com

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