



**Senate Finance Committee  
Senate Bill 6  
Collective Bargaining - Non Tenure Faculty  
Letter of Information  
February 5, 2026**

Chair Beidle and Members of the Senate Finance Committee,

Thank you for the opportunity to provide information regarding Senate Bill 6. The University of Maryland, College Park (UMCP) appreciates the General Assembly's continued engagement on issues affecting higher education and the workforce that sustains our public universities. The University System of Maryland is providing testimony in opposition to the bill, but we wanted to share important information about how this bill would affect our campus as we employ approximately 5,167 faculty members across multiple appointment types.

Personnel costs account for approximately 65% of UMCP's operating budget, making workforce-related mandates particularly impactful. Salary adjustments tied to collective bargaining agreements, market competitiveness, graduate assistant stipends, and student support investments already place upward pressure on costs. Vacancy savings and delayed refills—while useful in the short term—are not sustainable long-term solutions and have real operational consequences.

Importantly, UMCP has undertaken significant, proactive steps over the last three years in particular to improve the quality of life, compensation, and job stability for adjunct and professional-track (non-tenure-track) faculty through a comprehensive, bottom-up process. These actions include:

- Substantial increases to minimum salary floors (up to 48% for some instructional faculty)
- Establishment of minimum per-course compensation standards for adjuncts
- Clear guidelines for multi-year contracts and early non-renewal notification
- Publication of a formal Appointments, Evaluation, and Promotion Manual
- Development of a workload policy through shared governance

These reforms represent meaningful progress and reflect UMCP's commitment to equity, transparency, and stability within existing fiscal constraints. It also demonstrates why UMCP has a 97.3% retention rate for tenured/tenure track faculty, and a 93.4% retention rate for Professional Track (nontenured) Faculty.

Against this backdrop, SB 6 would introduce significant new fiscal and operational obligations at a time when UMCP's flexibility is already constrained by:

- Multi-year state budget reductions
- Federal funding uncertainty
- Heavy reliance on vacancy management to balance budgets

Applying collective bargaining broadly across non-tenured faculty categories—many of which already have distinct appointment structures, funding sources (including many compensated from non-state revenues), and governance processes—would compound these pressures and could inadvertently undermine the University’s ability to meet statewide goals for access, affordability, innovation, and research competitiveness.

UMCP continues to offer in-state tuition for a world class education that is well below the average of our Big10 peers. However, reductions enacted or proposed in recent fiscal years—including approximately \$28 million in FY25 and \$59 million in FY26—have required permanent structural adjustments across campus. These reductions follow earlier cost containment actions and significantly limit the University’s ability to absorb additional fiscal mandates without affecting core academic, research, and student support functions.

While UMCP has worked diligently to protect instructional quality and avoid layoffs where possible, prior reductions have already resulted in:

- Permanent elimination of vacant and contractual positions
- Delayed hiring and extensive vacancy management
- Reductions in operating expenditures

These strategies have largely exhausted the University’s most flexible options. Additional mandates layered onto this environment would likely require direct impacts to staffing levels, academic programs, or student services, in addition to potential tuition and fee increases.

At the same time, UMCP faces increased pressure from the federal landscape. Federal regulatory changes, grant terminations, reductions in funding for certain research disciplines, and heightened scrutiny are placing downward pressure on our research enterprise and administrative operations. In addition, reductions in federal student aid and research support will have significant impacts on our graduate students in particular and could require additional university investment to support this population.

UMCP respectfully urges careful consideration of SB 6 in light of the cumulative fiscal pressures facing Maryland’s public research universities. The University remains committed to constructive engagement with the General Assembly and to advancing fair, sustainable workforce practices that align with the State’s expectations and the University’s public mission.

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