

**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.

My name is Diane Alonso. I am a full-time, Non-Tenure-Track (NTT) Teaching Professor of Psychology at UMBC, where I have served for over 20 years. I am writing to urge your support for the Non-Tenure Track Faculty Collective Bargaining Bill, to secure collective bargaining rights for faculty. As it stands, I am among the very few Maryland public employees denied these fundamental rights--a gap in equity that leaves long-serving educators like me vulnerable.

I was hired two decades ago to build and lead an undergraduate psychology program. In my time at UMBC, I have been promoted to the highest possible rank for my track: (Full) Teaching Professor. Despite my terminal degree and decades of industry and academic leadership, my status as NTT creates an "artificial ceiling." I am ineligible for high-level administrative advancement (such as Chair or Dean), even as staff with fewer credentials move into those roles.

More pressingly, I have experienced significant financial and professional instability. Initially, I was misclassified and essentially worked summers without pay; more recently, an external Department Chair--without prior consultation or evaluation of my performance--unilaterally demoted me from a 12-month administrative/teaching role to a 9-month contract. This resulted in a drastic pay cut and the loss of my administrative title despite my 20-year track record of excellence. We are also facing a "do more with less" crisis: we are losing adjuncts and teaching assistants while being asked to increase enrollments and learn new course areas overnight.

My experience proves that current "shared governance" models are insufficient. When I attempted to challenge my unilateral demotion and a pattern of verbal harassment from a supervisor, I found myself in a vacuum. HR informed me they do not handle faculty issues; Faculty Affairs told me to "reinvent myself"; and the Faculty Senate admitted they had no power to intervene. When a tenured administrator "ghosts" an NTT faculty member, there is currently no grievance process with teeth to ensure accountability. My voice, and the voices of my NTT colleagues, are advisory at best and easily silenced at worst.

UMBC prides itself on the quality of its undergraduate education, yet that education is delivered primarily by NTT and adjunct faculty who are being disenfranchised. We are the backbone of the student experience, yet we work without the job security or the seat at the table necessary to protect that experience. By granting us the right to collectively bargain --a right already enjoyed by almost all other Maryland public employees and our peer institutions--you ensure that those of us who dedicate our lives to Maryland's students have a protected voice in the future of our university. I call on you to issue a favorable report on this bill.

Sincerely,

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