

**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 Carole McCann. I am a tenured professor of Gender, Women's, and Sexuality Studies at UMBC. I am working with my colleagues and AFT Maryland to secure collective bargaining rights. As faculty, I am one of only very few Maryland public employees without these rights. That fact has had a detrimental impact on my career and that of my colleagues, especially those who hold non-tenure track appointments. I call on you to issue a favorable report on this bill.

While all faculty deserve collective bargaining rights, this bill will provide these rights to Non-Tenure Track faculty. With 38 years of experience in the USM System, more than 20 as a program director and department chair, I can speak to both the enormous value non-tenure track faculty provide to the university and most importantly to students. Non-tenure track faculty are some of the best classroom teachers that students encounter at the UMBC. With a limited array of PhD programs, UMBC depends on non-tenure track faculty to staff most of the introductory courses. Thus, they are often the first faculty students meet when they come to campus and these faculty take their responsibility to advise and support students very seriously. Even when students move on to upper-level courses, non-tenured teaching faculty remain vital advisors to students. This vital work is not counted within the USM BOR workload policies. Nor is the vital work of non-tenured faculty recognized in those policies. This has left them vulnerable to the whims of administrators who have made arbitrary changes to their departmental line allocations, part-time budgets, and nontenured faculty workload expectations as they manage tight budgets. This produces a situation in which non-tenured faculty experience a lack of job security, systematically lower pay, difficult workloads, and arbitrary changes in practice.

All faculty lack voice, be they tenured or not. Shared Governance is not a substitute for collective bargaining as it only covers certain issues and is advisory. Administrators make the final decisions and often exclude faculty from budgetary conversations that directly affect faculty working conditions. During the recent pandemic, while there were three or four faculty on the resource allocation committee, most of them were appointed by college Deans, not the faculty senate. As I recall, only the Faculty Senate President served on the committee. However, all decisions were made in advance and announced committee meetings. Thus, faculty concerns about the detrimental impact of cuts on research and teaching were ignored. Give specific examples like the Faculty Senate voted for X and the Administration overturned it. Moreover on my campus non-tenure track faculty can play a role with shared governance but are not eligible to serve in leadership positions.

As you undoubtedly are aware, UMBC is an outstanding institution with a strong record of

success preparing students as professionals and engaged citizens. That record and continued success depend on the tireless work of non-tenured faculty who are dedicated to providing students with the best education possible, despite difficult working conditions. Through the right to collectively bargain, a right afforded almost all other Maryland Public Employees and UMS peer institutions, NTT faculty and hopefully soon, all faculty, will have the voice you deserve.

I call on you to issue a favorable report on this bill.

Sincerely,

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