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.

I came to the Towson English Department as tenure-track faculty in the fall of1999. I was hired to fill the newly created position of Coordinator of First Year English, a mandatory course for all in-coming First-Year students. In addition to teaching three courses per semester and doing mandatory advising, I was charged with supervising the 44 adjunct faculty who taught the first-year writing classes. At that time, adjuncts were being paid $2500 per course and were not allowed to teach more than three courses per semester because additional courses would have required the university to offer them benefits. In order to make a living wage, many adjuncts taught additional courses at other universities in the area, sometimes teaching as many as seven to nine classes each semester.

Although the tenured faculty with whom I worked acknowledged that this group of teachers was being treated egregiously, they resisted creating permanent contingent faculty positions that would include benefits because they were afraid that those positions would replace tenure-line positions.

In addition to being poorly paid, adjunct faculty were often treated dismissively and even abusively by administrators despite the fact that adjuncts were often the faculty members who did a variety of service work for the department, for example, creating and distributing a departmental newsletter. I often observed that adjunct faculty were more likely to attend faculty development workshops than tenured faculty.

I served as the Coordinator of First Year Writing for twelve years under three different English Department Chairs, and during that time, adjuncts received raises and a few fulltime lecturer positions were created. However, even as those minor improvements were made the position of contingent faculty continued vulnerable to losing their positions based on the vagaries and personal predilections and prejudices of administrators.

For the reasons detailed above, I urge you to pass the Collective Bargaining Bill for contingent faculty. Their hard work, expertise and dedication to their students deserve to be protected and collective bargaining would provide a layer of protection from the vagaries of shifting academic administrations.

Sincerely,

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