

**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 Tanya Olson; I am a NTT faculty member in the English Department at UMBC. I am working with colleagues to ensure collective bargaining rights for faculty members. As faculty, we are some of the few Maryland public employees who do not currently hold these rights.

Currently I teach multiple sections of ENGL 100, the mandatory first year composition course at UMBC, and ENGL 393, an upper-level writing intensive course for many STEM majors. I also serve as the Director of First-Year Composition and serve on both department and university-wide committees. As such, I educate students across all majors in the key skills of writing and critical thinking. Working with students across majors and from first year students to seniors is a unique part of my job that I value.

However, there are many challenges to this kind of NTT career. Job security is non-existent, pay is poor, the workload is heavy, and opportunities for professional development are limited by time and money. Our job loads are always under negotiation; one dean sets a workload policy only to have a new dean come in a few years later and change it. There is no appeal process for faculty and the load one carries one semester may change the next.

Pay is also a serious problem. When I was offered the NTT position at UMBC, I originally declined it because of the pay cut it would require. The state should be embarrassed that North Carolina pays its community college faculty more than Maryland pays its university faculty, but more importantly, after years of no COLA or merit pay, I still work in the summer scoring AP English exams and take on extra work to be able to afford to live here. Even more insultingly, there is severe wage compression with newly hired faculty making almost as much as faculty who have been here for decades.

These are the kinds of problems that collective bargaining would allow us to deal with equitably and fairly. Opportunities for promotion, professional development support, and consistent workload policies could be negotiated with USM to serve both faculty and students.

Shared governance does not address any of these issues nor is it designed to. Shared governance can address issues of academic freedom, but being able to support myself after 30 years in a professional job requires collective bargaining. It is essential that all faculty, but especially NTT faculty are allowed to use their voice. It is on our backs that universities move forward. It is from our long work weeks that students learn and grow. If Maryland wishes to be a great state for its citizens, this bill is an important first step.

I ask for your support for this bill moving forward.

Sincerely,

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