

**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 Elizabeth Patton. I am a Tenured professor of Media & Communication Studies at the University of Maryland, Baltimore County. I am working with my Non-Tenure Track colleagues to secure collective bargaining rights through this bill. I urge a favorable report on this bill.

While all faculty deserve collective bargaining rights, this bill will provide these rights to Non-Tenure Track (NTT) faculty. Discuss NTT being your colleagues and the value they bring to the University. Discuss how NTT faculty provide this value, although they have little if any job security, lower pay, difficult workloads and more.

UMBC plays a vital role in Maryland's future by educating first-generation students, advancing research, and serving as an engine of socio-economic mobility. UMBC's mission is carried out every day by faculty, and in particular by our NTT colleagues, who teach the majority of our students, mentor them, and sustain our academic programs through administrative service, often under heavy workloads and inadequate compensation. They do this work with extraordinary dedication, with few institutional protections. It is through the right to collectively bargain, a right afforded to almost all other Maryland public employees, that NTT faculty, and hopefully soon all faculty, will finally have the meaningful voice we deserve. Collective bargaining will ensure that those who do the core work of the university are true partners in shaping its future.

I urge a favorable report on this bill.

Sincerely,

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