

**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 Jade Olson and I am an Associate Clinical Professor at the University of Maryland - College Park, where I have worked for 15 years. I am also a proud Marylander residing in Berwyn Heights. I call on this committee to issue a favorable report to this Bill. The state already grants the right to bargain collectively to nearly every other state employee, as well as the faculty at our community colleges and the non-academic workforce at our four-year institutions. It is clear that this right should be extended to the rest of higher education workers in Maryland.

Most full-time, non-tenure-track (professional track or "PTK") faculty like me teach 8-10 courses per year and perform an extensive amount of service to the university. The approximately 3,400 PTK faculty at the University of Maryland - College Park teach about 70% of the credit hours on our campus. Our teaching workloads are often twice or more what a typical tenured or tenure-track faculty member is assigned. It has taken several years for me to get to a point where this is my sole institutional appointment. For many years, I was unable to count on adequate course assignments at the University of Maryland and relied on teaching on an ad hoc basis at other schools to make ends meet. This is not an unusual situation; many of my colleagues currently teach at 2-3 different institutions.

PTK faculty like me face a wide variety of working conditions, many of which are inequitable. Some departments properly enforce university policies on appointment and evaluation, but others do not. Contingent faculty often learn about our teaching assignments just days or weeks in advance, making it difficult to plan financially and to prepare a robust curriculum. In many cases, PTK faculty do not have access to office spaces where we can do our work and meet with students; little or no support is available to purchase books, present our research at conferences, or to engage in professional development opportunities. Most faculty in my role either have a semester- or year-long contracts. Collective bargaining would reduce this precarity, making us more effective educators.

Collective bargaining will also give faculty a meaningful voice in decisions about our workplace. PTK faculty are routinely excluded from department-, college-, and university-level meetings where policies are deliberated and enacted, even when these policies directly impact our salary, workload, and duties. Shared governance at the university is limited to certain topics, and is ultimately advisory. At the end of the day, upper-level administrators have very little accountability to those of us who make the university run. Collective bargaining would give each of us a seat at the table.

Enacting this Bill would create greater stability, equity, and transparency for Maryland's higher education workers like me. Our state has long viewed collective bargaining as the best way to ensure shared governance. It is a right already granted to workers at many institutions of higher education in our state, both public and private. For these reasons, I call for a favorable report to the Bill.

Sincerely,

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