

**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 Massey, and I am proud to be a full-time non-tenure-track Assistant Clinical Professor at the University of Maryland, College Park. As someone who was born, raised, and has always lived in Maryland, I am especially proud to be working for my state's flagship public university. Within my position in the First-Year Innovation & Research Experience program on campus, I teach and closely mentor only undergraduate students, providing these students with an experiential course that trains students in research concepts and skills authentic to my field. I love my current position because it allows me to prioritize high-quality pedagogy and give meaningful mentorship to students. It is because of my students that I support my colleagues in the United Academics of Maryland (UAM), an affiliate of the American Association of University Professors (AAUP) and the American Federation of Teachers (AFT), to secure collective bargaining rights for faculty in Maryland's public four-year institutions.

While all faculty--like our staff colleagues--deserve collective bargaining rights, I and other non-tenure-track faculty are less secure and therefore more vulnerable as we teach our students. Non-tenure track faculty are responsible for the majority of teaching at the University of Maryland, and yet, we are given less pay, less job security, and for many, significantly fewer benefits. In my current position, I spend at least 26 hours per week with my students, all of whom are in their first three semesters at UMD, as I coach them through their research projects. When I am not with my students, I am giving specific, tailored feedback so that they can continue to make progress in their work. My students say that I am the "only professor" who "actually knows" them, and this is simply because my appointment as a non-tenure track professor is a purely teaching position, designed to ensure that I spend a significant amount of time with students. This is exactly why I love my job! I and others who do this important work deserve to have job security and a voice in work assignments so that we can have the confidence to make long-term plans that help us create positive learning communities for our students. I and my colleagues want to be a beneficial resource for our students' education, and we are better able to do that when we are confident of our future employment.

Prior to my current full-time position, I was a part-time adjunct instructor, contracted each semester per-class at both the University of Maryland and Towson University. Adjunct instructors are not paid a living wage, nor do they receive any benefits. The average course load for a tenure track professor is 5 courses per academic year. In order to earn minimum wage as an adjunct instructor, holding a Ph.D. degree, I taught 8 courses per academic year. While I am no longer in this position, many of my colleagues at UMD are, and they often teach the most students in their department, for the least money. These faculty are not compensated fairly for their time preparing class, teaching classes, providing feedback, grading, or completing required training and other administrative tasks. At some point, the effect of doing so much work for unfair pay is felt negatively by the tuition-paying students.

I and my fellow non-tenure track faculty colleagues are devoted to our students; we love teaching. We mentor undergraduate students and always strive to provide students with high-quality education that will become the foundation for whatever career they eventually pursue. As we do this work, we deserve to have a meaningful voice in the running of the educational institution. While the University of Maryland has "shared governance," this is advisory; administrators who are not in the classrooms, and do not see or impact the students in the same way that faculty do, make the final decisions and have the power to ignore what is advised by the Faculty Senate.

I believe that the right to collectively bargain will have a positive impact on the quality of education at UMD. Instructors such as myself want to have security for our families, for ourselves, and for our students so that we can devote our time and resources to being excellent teachers. It is through this right--a right already given to UMD staff and almost all other Maryland Public Employees and peer institutions of USMAI--that professional track faculty, and hopefully soon all faculty, can have the voice they deserve to ensure our students get the education they deserve.

Sincerely,

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