

**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 Robert Bennett, MA and I am a part-time professor at UMBC and CCBC this semester in Maryland, where I have worked for 12 and 16 years consecutively. I call on this committee to issue a favorable report to this bill. The state already grants this right towards nearly every other state employee, as well as the faculty at our community colleges, and the non-academic workforce at our 4-year institutions. Clearly this right should extend to the rest of higher education in Maryland.

As an adjunct I teach between 7-9 classes a semester to make ends barely meet (this is more than full-time professors teach per semester or even an academic year). I teach Technical Communications at UMBC, Fundamentals of Communication at CCBC, and Marketing at Newberry College (South Carolina) this semester. I have also taught graphic design/visual arts courses at UMBC, College of Notre Dame of Maryland, MICA and Anne Arundel County Community College as well as communications at Stevenson University as recently as Fall 2025. Interestingly, I was supposed to teach two classes at Stevenson (both full) and had them taken away because of low enrollment in full-time professor's sections of the class.

Beyond the hours in the classroom, I spend 40+ hours grading work from over 115 students on average per semester. Additionally at UMBC I am a campus leader. I chair the Adjunct Faculty Committee, am a member of the University Steering Committee, I am co-chair for a working group of our Strategic Planning Committee and have served on and led numerous search committees; most of this work is unpaid.

I urge you to support this bill because the system is broken and many faculty, particularly long-term adjuncts, are truly being exploited by their institutions. For example, the highest paid adjuncts in my department (12 years of service) at UMBC make approximately \$1400 per credit hour (only a 10% increase from the previous tier) while a full-time assistant professor makes, with the same amount of service, about \$2256 per credit hour. We do the same work.

While UMBC pays better, both schools limit adjuncts access to benefits or make them overly costly or difficult to obtain (no payroll deduction). Collective bargaining creates equity across the board and allows underpaid faculty to have a living wage and access to benefits; what should be a human right.

Members of the committee, this state has for decades viewed collective bargaining between state employees and management as the best way to enroot democracy in our workplaces and public education institutions. The right to collective bargaining has been long recognized not only as a fundamental human right, but it has also in this state been seen as the best method of ensuring that employee voices play a vital role in constructing conditions that govern our workplaces. It is a right granted to many other public higher ed institutions in the county, and indeed to many private, prestigious institutions in our own state. The reasons to exempt 4-year public institutions from this path just no longer make sense. I again therefore call for a favorable report for collective bargaining rights for non-tenure

track faculty.

Sincerely,

Robert Bennett
University of Maryland, Baltimore County & Community College of Baltimore County
bennerob@umbc.edu

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