

**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 Lillian Doherty and I am Professor Emerita of Classics at the University of Maryland, College Park. I am writing as a member of the United Academics of Maryland-University of Maryland (UAM), an affiliate of the American Association of University Professors (AAUP) and the American Federation of Teachers (AFT), in support of collective bargaining rights for faculty in Maryland's public four-year institutions. I believe that all faculty deserve these rights, but faculty outside the tenure track need them most urgently.

I retired in 2023 after almost forty years of teaching and ten years of serving as chair of my department. Although a department chair has more influence than most faculty, I still had no power over the amount of my budget and had to rely on the support of the Dean of my college for permission to hire when a colleague retired. Repeatedly we had to hire part-time and non-tenure-track faculty to cover our courses because we did not have enough tenure-track faculty to staff them. It is an obvious injustice to pay a non-tenure-track instructor, often with identical qualifications, half or less the salary of a tenure-track professor, in some cases for twice the amount of teaching. But this form of exploitation has become the norm in the American academy, and our best hope of reversing it is to give faculty the right to organize and bargain with university administrations. That is why I am working toward that goal. University systems in other states have begun to negotiate with their faculty and the results are promising. Maryland should be in the vanguard of a movement for economic justice and fair working conditions.

We live at an inflection point in history, when the injustices in the distribution of wealth and power have become so obvious and unsustainable that democracy itself is in jeopardy. Giving university faculty the right to organize is one small but significant step you could take toward righting the balance.

Sincerely,

Lillian Doherty  
CLAS  
ARHU  
Ldohertyuam@gmail.com

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