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 Tita Chico and I am a Professor at the University of Maryland, College Park, where I have worked for over 20 years. I call on this committee to issue a favorable report. 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. It is clear that this right should be extended to the rest of higher education in Maryland.

We need collective bargaining in the University of Maryland System to help improve the state of Maryland's institutions of higher education and the quality of instruction and research that we faculty and our graduate assistants can provide.

With enrollments increasing, the number of securely employed faculty decreases while the number of administrators has grown over 40% in the last decade. The university administration continues to operate in a bubble disconnected from the learning conditions of our students.

The university administration needs help understanding and recognizing that the people who do the vast majority of the teaching and research work on campus are overworked and underpaid. Enacting this bill would ensure that all stakeholders on campus work together to build a strong, healthy, and competitive institution.

A robust university needs input from everyone, not just the highly-paid few who are out of touch from the realities of our students and the work of higher education today. Public Universities with collective bargaining (e.g., Rutgers) are better run fiscally and have higher national rankings. Collective bargaining will help the USM to move forward to a prosperous future.

For these reasons, I call for a favorable report.

Sincerely,

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