

**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 Dr. Kevin M. Washburn. I am a part-time adjunct / non-tenure-track lecturer of Library and Information Science for the MLIS Graduate Program at University of Maryland, College Park. I am working with my colleagues in 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. As an adjunct faculty member, I am one of only very few Maryland public employees without these rights.

While all faculty deserve collective bargaining rights, non-tenure track faculty are among the most vulnerable because there are no employment guarantees beyond the contract period which is from semester to semester. There are also no dedicated professional development and growth pathways that enable adjuncts to expand on their field of expertise and knowledge. Typically, faculty selected to serve in an adjunct role for UMD bring a defined set of skills and experience to the positions that they are selected and hired for. It would be beneficial to UMD students, colleagues, and administration to leverage the acquired new knowledge or opportunities to expand skills for this specific group of instructional experts.

Another consideration is that the pay scale for non-tenure track consistently lands at the bottom of the market because all adjuncts are treated as non-faculty with no experience when considered for contract salary. I have served as an adjunct lecturer for the last six years with exceptional course evaluations but have only seen my salary increase based on the approved cost of living considerations. By creating meritable salary scale increases that promote great engagement beyond the minimum contract expectations, this promotes the potential for great excellence to benefit UMD and all impacted parties.

It is through the right to collectively bargain--a right afforded almost all other Maryland Public Employees and USM peer institutions--that non-tenure-track faculty, and, hopefully soon, all faculty, will have the voice they deserve.

Sincerely,

Kevin Washburn
Library and Information Studies Graduate Program
Information
kmwashburn1@gmail.com

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