

**Written Testimony from Ray Baker, Adjunct Professor, Towson University
Submitted to the Maryland House Government, Labor, and Elections Committee
HB 106 - State Personnel - Collective Bargaining - Nontenure Track Faculty
February 10, 2026**

FAVORABLE

Chair Wells, Vice Chair Kerr and committee. I write to urge you all to issue a favorable report to HB106 - Collective Bargaining for Non-Tenure Track Faculty. This begins to level the playing field for academic workers who will now have the same rights as other state employees. It is not lost on any of us how abhorrent many in our General Assembly believe the federal policies emanating out of Washington DC under the current administration are. Quite a number of senators commit to doing everything in their power to protect Marylanders from ill-conceived and frankly mean policies of the administration. This should extend to workers, particularly non tenure track academic workers whose commitment to academic honesty, integrity, and freedom deserve the protection of a collective bargaining agreement.

Moreover, adjuncts are a vital part of the university community, namely when we note on some USM campuses adjuncts and other nontenure faculty make up a larger share of teaching professors than do full time tenure track faculty. As adjuncts, our reward for the immense responsibility of educating our best and brightest in Maryland is job instability with semester-to-semester contracts. As adjuncts, we lack job security, academic freedom, and compensation commensurate with our societal responsibility.

Lastly, I invite us to consider the national values that many of us hold so dear. As we see agreed upon norms get ignored and discarded daily, we are reminded of the value of agreements and contracts. What is a fair agreement if both parties are not able to meaningfully exchange their preferred terms of the agreement. Refusing to grant collective bargaining rights to academic workers broadly, but non tenure track professors specifically is a betrayal of one of the oldest and most sacred values of our country. If nowhere else in the nation is better than this, we should expect the state of Maryland to be. This is why I urge a favorable report on HB106 and invite you all to produce policy that matches our stated values.