

**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.

Collective bargaining feels absolutely necessary as Lecturers in the Arts and Humanities can't keep up with the cost of living and have no real means within the University framework to demand a pay increase. I've met with colleagues over this for the last few years, and Lecturers simply have no voice. We have to ask administrators if pay increase are possible, after which they demand we provide a in-depth study and report justifying why we deserve a living wage. This report was provided and we were guaranteed a 3-year pay increase until the pandemic hit, and only 1 of the 3 increases went through. Now there is no pathway for payment increase without another study, which took years to develop. We often find ourselves trying to find allies in tenured faculty to help us, since we cannot make these change on our own, and that means hoping they're sympathetic to lecturers' needs.

In addition to this, Lecturers now are hired with PhDs, as opposed to just Masters Degrees, the same credentials as the tenured faculty, and were expected to provide the same service to the University for less pay. That means serving in committees to better the department, publishing work, teaching upper level courses, and even running academic units in leadership positions. Yet, despite having the same credentials and doing the same work, we don't have a pathway for more pay.

Lastly, other similar universities in states with lower costs of living pay Lecturers better than those in Maryland, which is simply unfair when we have no way to demand equal pay or better pay.

Sincerely,

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