



**UNIVERSITY OF MARYLAND
GLOBAL CAMPUS**

House Bill 106 - State Personnel – Collective Bargaining – Nontenure Track Faculty

To: Members of the House Government, Labor, and Elections Committee

Date: February 10, 2026

From: University of Maryland Global Campus (UMGC)

Executive Summary:

University of Maryland Global Campus (UMGC) provides this Letter of Information and Amendment to highlight the unique operational, faculty, and financial structures that distinguish UMGC from traditional residential institutions. Given our global mission to serve adult and military learners, UMGC utilizes a specialized business and human resources model that requires significant flexibility.

A Distinct Faculty Profile:

UMGC’s instructional model differs fundamentally from traditional face-to-face academic settings:

- **Global Reach:** UMGC employs 5,111 part-time, as needed adjuncts residing across the U.S., Europe, Asia, and Africa. Only 28% of the stateside faculty members reside in Maryland.
- **Professional Focus:** Our adjuncts are primarily hired for their applied industry expertise rather than traditional academic credentials. For 86% of these faculty members, teaching at UMGC is not the primary source of household income.
- **Curriculum Structure:** Due to our global scale, faculty teach a highly standardized curriculum designed by full-time faculty to ensure consistent assessment. This reduces the scope of responsibility and autonomy typically expected in traditional faculty roles.

Existing Shared Governance:

UMGC currently supports a robust system for faculty engagement:

- Adjunct Faculty Association (AFA): Established in 2015, the AFA has consistently chosen to engage in a "Meet and Confer" process without the representation of an outside labor organization.
- Overseas Governance: Instructional activities abroad are governed by Department of Defense (DoD) contracts, which strictly define the scope of work and institutional authority.

Compensation and Fiscal Impact:

UMGC provides competitive compensation despite receiving lower levels of state support than peer institutions:

- Competitive Pay: UMGC pays \$3,770 per 3-credit course, which is higher than the average maximum of geographically proximal and similar scaled-online institutions.
- Funding Disparity: UMGC receives only 12% of its funding from the State. Furthermore, the State covers only 30%–35% of COLA and merit funding for UMGC, compared to full funding for other University System of Maryland (USM) institutions.
- Budget Shortfall: This funding gap has resulted in an annual budget shortfall of \$23 million for accumulated COLA and merit increases over the past six fiscal years.

Conclusion:

UMGC's unique mission and reliance on a global, industry-professional adjunct workforce necessitate an HR system with the flexibility to manage personnel outside of traditional collective bargaining frameworks. Any legislative changes must account for the \$23 million annual shortfall and the potential impact on our ability to remain competitive and compliant with federal DoD contracts.

AMENDMENTS TO HOUSE BILL 106

(First Reading File Bill)

AMENDMENT NO. 1:

On page 3, insert "(1)" after "(H)" in line 18.

AMENDMENT NO. 2:

On page 3, strike “FULL-TIME, PART-TIME, OR ADJUNCT” in lines 18-19 and substitute “NON-TENURE TRACK TEMPORARY, CONTINGENT, OR CONTRACTUAL ‘ADJUNCT’”.

AMENDMENT No.3:

On page 3, insert “PRIMARY” before “ASSIGNMENTS” on line 20.

AMENDMENT NO. 4:

On page 3, strike beginning with “INCLUDING” in line 21 down through “POSITIONS” in line 22. Add “CLASSROOM INSTRUCTIONAL” before “RESPONSIBILITIES” and “ AND WHO TEACH MORE THAN ONE COURSE PER SEMESTER” following “RESPONSIBILITIES” in line 21.

AMENDMENT NO. 5:

On page 3, add the following subsection after line 22:

“(2) ‘NONTENURE TRACK FACULTY DOES NOT INCLUDE:

(I) OFFICERS;

(II) ADJUNCT FACULTY WHO TEACH A STANDARDIZED, PRE-DESIGNED AND TEMPLATED CURRICULUM PER COURSE AND WHOSE STATUS IS TEMPORARY, CONTINGENT, OR CONTRACTUAL ON A PER COURSE BASIS FOR A DEFINED PERIOD OF 12 WEEKS OR LESS; OR

(III) STUDENT WORKERS.”

AMENDMENT NO. 6:

On page 4, strike “, EXCEPT FOR NONTENURE TRACK FACULTY” on lines 20-21.

AMENDMENT NO. 7:

On page 4, strike “, EXCEPT FOR NONTENURE TRACK FACULTY” on line 28.

AMENDMENT NO. 8:

On page 4, strike “, EXCEPT FOR NONTENURE TRACK FACULTY” on line 30.

AMENDMENT NO. 9:

On page 5, remove the brackets around “, as defined in regulations adopted by the governing board of the institution” on lines 7 and 8 and maintain this language.

AMENDMENT NO. 10:

On page 5, add the following subsection following line 21:

“(III) THE BARGAINING UNITS DESCRIBED IN SUBPARAGRAPH (II)4 OF THIS PARAGRAPH MAY NOT ELECT TO ENGAGE IN CONSOLIDATED COLLECTIVE BARGAINING UNDER § 3-602 OF THIS TITLE.”

AMENDMENT NO. 11:

On page 5, strike “2026” in line 23 and substitute “2028.”

Purpose of Amendments:

The purpose of the amendments is to redefine the scope of the legislation so that it applies only to certain adjunct faculty. The adjunct definition excludes adjuncts at UMGC to protect their unique model for competitiveness. We also require an adjunct to teach more than one course. Additional language added prohibits these new units from electing to engage in consolidated bargaining, and the effective date is adjusted back two years to 2028.

The language to exempt UMGC adjuncts from this bill recognizes the significant fiscal impact on UMGC, as the business model is supported solely by approximately 5,000 practitioner adjuncts who teach in Maryland, the US, Europe, Asia, and Africa, and whose responsibilities differ significantly from adjuncts at traditional institutions, and would put UMGC at a significant competitive disadvantage with their peer institutions.