

**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.

The Salisbury University AAUP Chapter believes all faculty deserve collective bargaining rights. With this testimony we are asking the Committee to support legislation providing these rights to full and part time non-tenure track faculty.

Due to the inability to engage in collective bargaining, faculty have limited power and ability to advocate for workplace protections that are agreed to with unionized workers. The COVID-19 pandemic is one example of the need for collective bargaining. The pandemic brought the need for workplace protections into the forefront. During the pandemic, faculty had little to no say over decisions made by university administrators, including those concerning the need for some to work remotely due to medical or childcare issues. Faculty were expected to quickly pivot from in-person to fully online learning, resulting in extensive retraining in digital learning platforms without additional compensation or reduction of duties in other areas.

Faculty that are full-time, non-tenure track experience inequitable work environments in comparison to their tenure-track peers. Research on our campus finds that there are inconsistent expectations for faculty workload from department to department; that there are confusions regarding their benefits and rights; that full time, non-tenure track faculty lack a clear pathway to attaining tenure-track status; and that full-time, non-tenure track faculty feel that they are "second class citizens" in our campus community, despite often times having the same degrees, training, and experience.

Part-time faculty hold tenuous teaching positions. There are significant pay disparities, with part-time faculty being paid less than full-time faculty teaching the same course. Since 2019, Salisbury University has been giving part-time faculty adjuncts COLA raises, however, these raises come from the University's budget and are subject University decisions. There is no contract for the COLA increases, but rather a "gentlemen's agreement," which can be revoked at any time. Thus, gaining the ability to engage in collective bargaining would do much to give these teachers greater say over their conditions of employment in ways which reduce treatment of part-time faculty as "second class citizens."

Part-time faculty are employed based on class enrollment. This means that faculty can have their classes canceled at the last minute, leaving them without a job. Because teaching requires intense preparation prior to the first day of classes, this means that part-time faculty whose courses are canceled last minute have already invested time working, without compensation. There is currently no process for these faculty to obtain fair compensation for their labor.

Finally, faculty who are unionized also effectively barter for improvements in student services. Thus, the right to collective bargaining can improve the student experience.

Salisbury University's AAUP Chapter urges your support for bargaining rights for Non-Tenure Track Faculty.

Sincerely,

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