

## **Testimony**

Government, Labor, and Elections Committee  
February 10, 2026

### **HB106 State Personnel - Collective Bargaining - Nontenure Track Faculty UNFAVORABLE**

Dear Chair Wells, Vice Chair Kerr, and Members of the Committee:

The University of Maryland, Baltimore (UMB) opposes HB106 State Personnel - Collective Bargaining - Nontenure Track Faculty, as currently drafted. UMB respectfully requests amendments that recognize the unique structure and funding model of academic medical centers.

UMB is the only academic health center in the University System of Maryland. The vast majority of our non-tenure track faculty are either clinical faculty in the School of Medicine and other health professional schools or research faculty whose work is supported almost entirely by external grant funding. On average, less than 10 percent of their salaries are supported by State appropriations, with the remainder funded through clinical revenue or competitively awarded federal and private research grants.

Including these faculty under a collective bargaining framework designed for traditionally state-funded positions would place significant strain on UMB's operating model and introduce risks that were likely not intended by the General Assembly. The terms and conditions of clinical faculty positions and the revenues available to fund these positions are tied to professional services agreements negotiated by affiliated Professional Associations, patient care delivery, productivity, licensure requirements, and reimbursement rules that cannot be meaningfully negotiated through collective bargaining without jeopardizing care delivery and financial sustainability. Similarly, research faculty are employed under terms dictated by federal sponsors, grant timelines, and principal investigator responsibilities – conditions that are not negotiable at the institutional level.

We are also concerned that HB106 does not sufficiently distinguish between institutions whose instructional missions are largely tuition- and State-funded and those, like UMB, whose missions are deeply intertwined with Maryland's public health system, biomedical research enterprise, and clinical workforce. Applying a one-size-fits-all collective bargaining model to these fundamentally different environments risks unintended consequences, including reduced research competitiveness, challenges in recruiting nationally competitive faculty, and disruptions to patient care.

UMB strongly supports faculty engagement, shared governance, and fair employment practices. We already have robust policies, grievance procedures, and participatory governance structures that include non-tenure track faculty. Our request is not to deny faculty voice, but to ensure that legislation accounts for the distinctive realities of academic medical centers.

Accordingly, we respectfully request amendments to HB106 that would exempt non-tenure track faculty whose primary responsibilities are clinical or whose salaries are predominantly funded through external grants or clinical revenue. Such amendments would preserve legislative intent while avoiding harm to Maryland's public health, research, and clinical care infrastructure.

Thank you for your consideration and for your continued support of Maryland's public universities. Please do not hesitate to reach out to Jeanette Ortiz, UMB Director of Government Affairs, at 410.703.5352 or [jeanette.ortiz@umaryland.edu](mailto:jeanette.ortiz@umaryland.edu) with any questions or if UMB can provide any additional information.