

**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.

My name is David Jacobs. I am a professorial lecturer at George Washington University, an adjunct at American University), and a retired Full Professor at Morgan State University. I am working with my colleagues in United Academics of Maryland (UAM), an affiliate of the American Association of University Professors (AAUP) and the American Federation of Teachers (AFT), to secure collective bargaining rights for non tenure track faculty in Maryland's public four-year institutions. As a former faculty member in the Maryland state system (for fifteen years), I have seen first hand the deficits of a human resource system lacking employee representation. While at Morgan, I and others pushed the Administration to correct the problem of salary inversion. Rather than engage with faculty on this issue, the Administration hired a consultant who was instructed to deny the problem. I no longer teach at Morgan, but I remain a Maryland resident who cares deeply about faculty precarity in our state schools.

While all faculty would benefit from collective bargaining rights, non-tenure track faculty are particularly vulnerable to exploitation. Since the 1980s, universities have followed the trend toward contingent employment in the private sector. Faculty collective bargaining can mitigate the inequities across classes of faculty and rebuild a professional community that better serves the state. In my current adjunct status, I am excluded from research opportunities, uncertain about employment from term to term, paid less than colleagues, and my experience is largely disregarded.

Faculty governance at Morgan was rendered nearly impotent in the late 1980s. There was substantial retrenchment and AAUP censure. Faculty have not regained the influence lost and will continue to suffer declining real wages and deteriorating benefits without the power of collective action.

It is through the right to bargain collectively, a right afforded almost all other Maryland state employees and USM peer institutions, that non-tenure-track faculty, and we hope ultimately all faculty, will have the voice they deserve.

Sincerely,

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