

**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 Beth Guay. I am a full-time non-tenure-track librarian at University of Maryland, College Park, where I have worked for 30 years. 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 faculty in Maryland's public four-year institutions. As a faculty member, I am one of only very few Maryland public employees without these rights.

At the University Libraries, I have witnessed a recurrent pattern in which high performing faculty members depart for higher paying positions that offer sensible workloads, requiring remaining faculty to cover, in addition to their own heavy workloads, those of their departing colleagues. One departing library faculty colleague told me, "I'm proud of the work I've done at UMD, but I'm very much looking forward to having a more narrowly scoped job and better work/life balance overall." There is no workload equity guarantee for library faculty. The University Libraries submitted its draft workload policy, as required by the campus Office of Faculty Affairs, prior to OFA's May 23, 2023 deadline, yet has heard nothing from OFA about its draft. Ultimately, the State of Maryland's investments in its library faculty reward institutions outside of the University and often, outside of the State.

A recent University of Maryland climate survey (not publicly available, conducted in spring 2024), the "Belongings & Community Survey," reported that only 40% of all faculty respondents agreed with the statement "UMD provides resources to help me manage my work-life balance." Thirty-nine percent agreed with the statement, "My workload has increased without additional compensation because of things outside my control (e.g., retirements, departures, department/unit expansion)." My experiences over 30 years of employment inform me that this survey's findings will amount to nothing without collective bargaining rights for higher education workers.

It is through the right to collectively bargain--a right afforded almost all other Maryland Public Employees and USM peer institutions--that non-tenure-track faculty, and, hopefully soon, all faculty, will have the voice they deserve.

Sincerely,

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