

**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 Nicole Morse and I am a tenured professor in the Language, Literacy, and Culture program at University of Maryland Baltimore County. I am working with my colleagues in our chapter of the American Association of University Professors (AAUP), affiliated with the American Federation of Teachers (AFT), to secure collective bargaining rights for faculty in Maryland's public four-year institutions. While all faculty deserve bargaining rights, I fully support SB 6, collective bargaining for non-tenure track faculty.

I have only been in Maryland for two years, and I was shocked to learn that as a faculty member, I am one of only very few Maryland public employees without these rights. Previously, I taught for 6 years in Florida, where our collective bargaining rights were vital to our ability to advocate for ourselves and our students. Maryland faculty deserve collective bargaining rights.

As a tenured faculty member, I believe that collective bargaining rights are crucial to me and my fellow tenured faculty members, but our colleagues without the possibility of tenure are particularly vulnerable and this legislation would address their need for control over their conditions of employment - which are their students' conditions for learning. Tenure exists to protect research faculty from political pressure around our research, and tenure-track faculty usually spend more time on research than our non-tenure track colleagues.

As a result, non-tenure track faculty typically teach more classes, and have more students, than tenured and tenure-track faculty. The university couldn't operate without these faculty, but they often have short term contracts, low pay, even as they do the bulk of the teaching work at the university. Like other State employees, non-tenure track faculty deserve the right to bargain collectively around issues that impact their labor and their students' learning experience.

Ultimately, I believe that all Maryland faculty should have collective bargaining rights. The current system is set up to reward a few lucky individuals who are able to get sweetheart deals for themselves, while the rest of the faculty who research and teach at our state universities are subject to the whims of the administration. In Florida, we saw all too clearly how necessary a strong union can be when we faced program cuts that were politically motivated. Because of our faculty union, we were able to protect some targeted classes, and ensure that students still had opportunities to learn about topics that the government was trying to censor.

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 ability to advocate for ourselves and our students.

Sincerely,

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