

**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 Dr. Mirma Johnson-Majors. I am an adjunct professor at Coppin State University, where I have taught for nine years and currently serve as President of the Adjunct Confer Committee. I mentor students across programs and work closely with colleagues to support student success. I am working with my colleagues and AFT Maryland to secure collective bargaining rights for adjunct faculty through this bill. As faculty, we are among the very few Maryland public employees without these rights. I ask the committee for a favorable report for this bill.

As a non-tenure-track adjunct, I teach, advise, and mentor students while balancing semester-to-semester contracts. I regularly attend and contribute to numerous committee meetings and campus initiatives, yet I am not compensated for the substantial time those responsibilities require. For the past three years, I have experienced recurring on-time payment problems, which create financial instability for me and others in similar positions. Despite nine years of service and deep commitment to students and Coppin State University, I have little job security, limited pay, and no reliable protection for the work I perform outside the classroom.

Adjunct faculty lack a meaningful voice in decisions that affect our working conditions and our students' learning. Shared governance, where it exists, is advisory and covers only a narrow set of issues; administrators retain final authority. On many campuses, NTT faculty are excluded from shared governance entirely, and on others, our participation is limited and advisory only. These structures do not provide the enforceable protections or bargaining power needed to address chronic problems such as late pay, uncompensated committee work, and unstable contracts.

To conclude, Coppin State University plays a vital role in educating Maryland's students and advancing community engagement and opportunity. Adjunct faculty are essential to that mission: we teach large numbers of students, mentor those who need extra support, and serve on committees that keep the university functioning. Yet we often do this under precarious conditions--semester-to-semester contracts, delayed pay, and uncompensated service. It is through the right to collectively bargain, a right already afforded to almost all other Maryland public employees and to peer institutions in the University System of Maryland, that NTT faculty will gain the voice we deserve. Collective bargaining will enable us to secure fair pay, timely compensation, reasonable workloads, and a stronger, more stable environment in which to support our students and advance the mission of Coppin State University. I ask the committee for a favorable report for this bill.

Thank you for your time.

Sincerely,

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President of the Adjunct Confer Committee

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