




University Senate CHARGE

Date:	May 29, 2014
To:	Ellin Scholnick Chair, Faculty Affairs Committee
From:	Vincent Novara Chair, University Senate 
Subject:	Update Adjunct 1 & 2 Classification Policy
Senate Document #:	13-14-15
Deadline:	March 27, 2015

The Senate Executive Committee (SEC) requests that the Faculty Affairs Committee (FAC) review the attached proposal entitled, "Update Adjunct 1 & 2 Classification Policy," and make recommendations on whether changes to existing policy are appropriate.

Specifically, we ask that you:

1. Review the University of Maryland Policy on the Employment of Adjunct Faculty (II-1.07[A]).
2. Review the University System of Maryland Policy On The Employment Of Adjunct Faculty In The University System Of Maryland (II-1.07) and consider whether the requested changes align with the guidelines of the USM policy.
3. Consult with the proposers about their specific concerns.
4. Consult with a representative from the University's Office of Faculty Affairs.
5. Consult with representatives from the adjunct faculty population.
6. Consider whether the current criteria for designating adjunct status appropriately addresses the needs of both the adjunct faculty population and the University.
7. Consider whether a mechanism for exceptions in the current criteria for designating adjunct faculty status should be instituted.
8. Review adjunct faculty policies at our peer universities, including those in the Big Ten.
9. Consult with the University's Office of Legal Affairs.

10. If appropriate, recommend whether the current policy should be revised.

We ask that you submit a report to the Senate Office no later than March 27, 2015. If you have questions or need assistance, please contact Reka Montfort in the Senate Office, extension 5-5804.

Attachment

VN/rm



University Senate PROPOSAL FORM

Name:	James Sanders & Tony McCann
Date:	
Title of Proposal:	Update Adjunct 1 & 2 Classification Policy
Phone Number:	410 531-7559
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Campus Address:	Van Munching Hall
Unit/Department/College:	Smith School of Business School of Public Policy
Constituency (faculty, staff, undergraduate, graduate):	Adjunct Faculty
Description of issue/concern/policy in question:	<p>Adjunct Policy II-1.07(A) provides Adjunct 1 & 2 classifications to recognizing high-level contributions from long-term adjuncts to accomplish the goal of increasing engagement. However, the policy excludes a large number of long time adjunct faculty from consideration for Adjunct 2 status because the policy fails to consider the differences in the scheduling, curriculum, and staffing needs of the different schools.</p> <p>The current policy limits adjunct 2 statuses to faculty who have taught 36 credits within 5 years, and only counts courses taught during fall and spring semesters. It excludes winter and summer courses, as well as courses taught outside of the traditional semester calendar. www.faculty.umd.edu/policies/adjunct.html</p> <p>Problems:</p> <ul style="list-style-type: none"> -Ignores year around schedule of many schools -36 credits misses long term role in teaching specialist classes which meet on intermittent schedule. -Misses impact of schools with 2 credit courses (Smith School) -Misses executive and contract credit courses that are taught on irregular schedule.
Description of action/changes you would like to see implemented and why:	<p>Proposed solution:</p> <p>Amend the policy and delegate responsibility to each school to determine criteria for “substantial engagement” with the school taking into account</p>

	<p>the differing staffing and teaching requirements across campus.</p> <p>Rational: Intent of adjunct classification scheme is to improve engagement of ongoing contributors. The proposal in the Non-Tenure Track Faculty Task Force Report to include Winter and Summer courses in the classification does not work for the business school and other schools because of the 2 credit and low volume of specialist courses and because of the number of courses taught outside the traditional fall-winter-spring-summer academic windows.</p>
<p>Suggestions for how your proposal could be put into practice:</p>	<p>Review by Senate Faculty Affairs committee based on their current agenda item to review implementation of the recommendations of the <i>Task Force on Non-Tenure Track Faculty</i></p> <p>Proposed action: revise policy as noted above so that schools could either use the current eligibility criteria for Adjunct 2 status or define their own criteria</p>
<p>Additional Information:</p>	

Please send your completed form and any supporting documents to senate-admin@umd.edu or University of Maryland Senate Office, 1100 Marie Mount Hall, College Park, MD 20742-7541. Thank you!