



## BOARD OF REGENTS

### SUMMARY OF ITEM FOR ACTION, INFORMATION OR DISCUSSION

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**TOPIC:** Proposed USM Policy on the Employment of Adjunct Faculty in the University System of Maryland (III-7.11)

**COMMITTEE:** Education Policy

**DATE OF COMMITTEE MEETING:** November 11, 2010

**SUMMARY:** This policy will establish baseline standards for the employment of adjunct faculty across the University System of Maryland (USM), as part of the USM's commitment to implement the recommendations of the General Assembly's 2009 Workgroup on the Status of Graduate Assistants and Adjunct Faculty. In its report to the General Assembly, that Workgroup identified four major areas for the USM to address with minimum policy requirements:

- Adjunct faculty compensation.
- Grievance and disciplinary procedures.
- Effective participation in shared governance with periodic opportunities for elected adjunct faculty representatives to meet and discuss issues of concern with regular faculty and administration.
- Appropriate access to office and meeting space, equipment and other supports.

The proposed policy was developed largely through the efforts of a USM Implementation Workgroup on Adjunct Faculty, whose members included institution, Council of University System Faculty (CUSF) and adjunct faculty representatives. It has been extensively discussed, reviewed and refined in consultation with the USM's provosts and vice presidents for administration and finance, CUSF and the Council of University Presidents, and representatives of the USM's graduate assistant and adjunct faculty communities. Its development was a major, initial step in a three-year process to improve the status of adjunct faculty in the USM. The attached memorandum describes the key elements of the policy.

In addition to adopting this new policy, modifications to the USM's existing "Policy on the Employment of Part-Time, Non-Tenure-Track Instructional Faculty in the University System of Maryland" (II-1.06) are also before the Board. This policy largely addresses matters related to the employment and benefits of salaried part-time, non-tenure-track faculty. The only amendments to the existing policy proposed at this time will clarify that it applies only to salaried faculty, and not to adjunct faculty who are paid by the course and covered by the new, proposed policy.

**ALTERNATIVE(S):** The Board could decline to adopt the proposed policy.

**FISCAL IMPACT:** Implementation of this policy is expected to have an annual fiscal impact of up to \$500,000 across USM institutions.

**CHANCELLOR'S RECOMMENDATION:** That the Committee on Education Policy recommend that the Board of Regents approve the proposed USM Policy on the Employment of Adjunct Faculty in the University System of Maryland (II-1.07), and modify the existing USM Policy on the Employment of Part-Time, Non-Tenure-Track Instructional Faculty in the University System

of Maryland (II-1.06) as proposed.

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COMMITTEE RECOMMENDATION:

DATE:

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BOARD ACTION:

DATE:

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