



Office of the Provost
University of Maryland, Baltimore County
1000 Hilltop Circle
Baltimore, MD 21250

PHONE: 410.455.2333
FAX: 410-455-1107
www.umbc.edu

February 1, 2024

TO: Spring 2024 Adjunct I Faculty Members
FROM: Ana Oskoz, Vice Provost for Faculty Affairs *AO*
RE: Adjunct II Promotion Process and Timeline – AY 2023-2024

We are again pleased to provide the opportunity for promotion to Adjunct II status.

The policy on Adjunct II status can be found in the UMBC Faculty Handbook (Section 5.5) at http://www.umbc.edu/provost/Faculty_Handbook/contents.pdf. All adjunct faculty members at UMBC hold the rank of Adjunct Faculty I as their initial appointment. Adjunct I faculty members who have demonstrated a distinguished and consistent record of high quality instruction at UMBC may be eligible to be reviewed for promotion to the rank of Adjunct Faculty II. Upon promotion to the rank of Adjunct II, faculty members will receive an additional financial and professional consideration including an increase in the per course stipend. This increase will equal 10% of the institution's minimum salary of Adjunct I faculty.

Promotion to Adjunct II is available to adjunct faculty members who are currently employed to provide instructional services at UMBC and/or UMBC at Shady Grove, are neither tenured nor eligible for tenure, are appointed to teach specific courses, are compensated on a course-by-course basis and have:

1. Taught for at least six fall or spring semesters.
2. Taught a total of 13 or more courses (each 3 credits or more) during the fall and/or spring semesters.

The criterion for promotion to Adjunct II is evaluation of instructional effectiveness demonstrating excellence in teaching over multiple semesters of employment at UMBC.

UMBC Adjunct I faculty members teaching this current Spring semester who wish to be reviewed for promotion to the rank of Adjunct II must submit the "Promotion to Adjunct II Request Form" (attached) to their department chair by February 23, 2024.

Upon receipt of the form, the department will initiate a comprehensive review of the individual's performance in all courses taught during the last six semesters (or the last six courses taught, whichever is greater). The department's report and recommendation will be forwarded to the Dean. Approval of all recommendations for promotion to Adjunct II rests with the Dean of the College. The Dean shall notify the candidate and department chair of the final decision by June 30, 2024 with an effective date of August 23, 2024.