

Baltimore City Community College



Changing Lives...Building Communities

Policy No: 5002

Title of Policy: Adjunct Faculty Professional Development Program Policy

Applies to (check all that apply):

Faculty X (Adjunct) Staff Students All Personnel

Division/Department College

Topic/Issue:

Adjunct faculty professional development requirements.

Background to Issue/Rationale for Policy or Procedure:

(For procedures, cite appropriate approved College Policy addressed)

Purpose of the policy is to increase the effectiveness of college adjunct faculty as to:

- a) Teaching pedagogies and learning styles.
- b) Management of classes and administration of class records.
- c) Planning and implementing strategies that cultivate desired course outcomes.

A formalized mandate that supports and encourages adjunct faculty learning is needed to maximize benefits of current opportunities and promote quality teaching and service. This policy will address the requirement for adjunct faculty professional development.

The Board of Trustees and College administration are committed to building on the College's history of commitment to excellence in all areas of work. Therefore, to be successful, the college encourages adjunct faculty to continuously engage in educational and training opportunities that maintain and improve teacher effectiveness and increase student learning; stimulate personal and professional growth; and, to enhance morale and job satisfaction. To accomplish this goal,

the College will establish professional development opportunity through a series of training seminars, workshops and other professional development activities.

Policy Language:

It is the policy of Baltimore City Community College to encourage professional development in a variety of ways to improve teaching and student learning, job related knowledge and enhance career and personal growth. All Adjunct Faculty are required to complete 5 hours of professional development each academic year for which they are employed at the College. Participation is required as a part of the adjunct's contractual responsibilities and is a consideration in rehiring and evaluation decisions.

Implementation Date: Fall 2008

Originator/Division: Academic Affairs

Approved by the Board of Trustees: June 3, 2008