ADJUNCT FACULTY COUNT!

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Community College of Baltimore County  
Baltimore, Maryland
Overview

- Hiring & Orientation of Adjunct Faculty
- Professional Development & Engagement
- Evaluation & Promotion
Facts About CCBC

- Community College of Baltimore County
  - Four Campuses
  - Approximately 70,000 students
  - 11% full-time and 89% part-time enrollment
  - 53% minority students
- Age
  - Less than 20: 9%
  - 20 to 39: 54%
  - 60 plus: 14%

CCBC’s Enrollment by Age
Facts About CCBC’s Math Department

- 45 full-time mathematics faculty
- 4 of the 45 mathematics professors also serve as mathematics coordinators, one for each campus
- We employ about 110 adjunct math faculty every semester.
Roughly 50% developmental and 50% credit mathematics courses

Recent employment and enrollment trends have increased pressure to hire and retain qualified adjunct faculty.
Adjunct Hiring

- Math Adjunct Search Committee (MASC)
  - Why?
    - Quality control
    - Creating an active pool of stand-by instructors
    - Standardizing adjunct hiring process
What makes it work?

- Interview and Teaching Demonstration
- Personal contact with the MASC chair
- MASC chair has a list of staffing needs from all campuses.
- Continued communication with candidates even if a course is not available for several semesters.

Welcome to CCBC: No let’s see how you teach!
Campus and Course Orientation

- Meet with campus and course coordinators
- New adjuncts are assigned a full-time faculty member as a mentor their first semester.
- CCBC’s New Adjunct Orientation
Professional Engagement for Adjunct Mathematics Faculty

- **Beginning-of-semester meetings**
  - Introductions and key information by campus

- **Winter Adjunct Faculty Conference**
  - College-wide conference held on a January evening
  - Keynote address
  - Professional development breakout sessions
  - Dinner!
Professional Engagement for Adjunct Mathematics Faculty

- Developmental Education Retreat
  - Keynote address
  - Breakout sessions for professional development
  - Lunch!
  - Adjuncts receive a stipend for attending

- Others
  - Adjunct Faculty Teas
  - Adjunct Faculty Representative
  - Best practices surveys and discussions
Evaluation and Promotion of Adjuncts

- Reciprocal observations
- Formal classroom observation
- Adjunct Evaluation Form
- Adjunct Faculty Promotion
Questions and Comments?