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CHAPTER 5
FACULTY

STANDARD 10 – FACULTY

STANDARD 10: FACULTY

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STATEMENT OF THE STANDARD

The institution's instructional, research, and service programs are devised, developed, monitored, and supported by qualified professionals.

DECLARATION OF COMPLIANCE

UMB has qualified faculty who develop and implement the institution's academic, professional, research, clinical, and service programs within the context of its mission and goals.

FACULTY PROFILE

The University strives to provide an efficient and user-friendly faculty hiring process that generates a diverse pool of qualified candidates to support the teaching and research missions of the University. Each school is primarily responsible for hiring and promoting its faculty. To that end, each school has its own distinct policy appointment, promotion, and tenure (APT)

policy. The University, however, has ultimate responsibility for ensuring that each school's APT policy aligns with the principles articulated in the University's Policy on the Appointment, Rank, and Tenure of Faculty, under which all appointment, promotion, or tenure actions at the rank of assistant professor and above must be approved by the chief academic and research officer (provost) or the president.

As demonstrated in the following tables, the University has sufficient faculty to fulfill its mission. The first table provides a summary of the University's faculty profile as it relates to appointment and tenure status, whereas the second table further summarizes this information by school. The Graduate School currently does appoint its own faculty. Courses in the Graduate School are taught by faculty with primary appointments in one of the other six schools. (Some schools also use unpaid faculty, mostly from local practice communities, who are designated as "affiliates.")

UMB FACULTY BY TENURE STATUS AND FT/PT APPOINTMENT

	Full-time	Part-time	Adjunct	Total
Tenured	375	10	-	385
Tenure Track	132	6	-	138
Non-Tenure Track	1,333	220	645	2,198
Total	**1,840**	**236**	**645**	**2,721**

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SCHOOL FACULTY BY TENURE STATUS AND FT/PT APPOINTMENT

SCHOOL	FULL-TIME	PART-TIME	ADJUNCT	TOTAL
School of Dentistry				
Tenured	41	-	-	41
Tenure Track	5	-	-	5
Non-Tenure Track	66	50	15	131
School Total	**112**	**50**	**15**	**177**
Carey School of Law				
Tenured	35	1	-	36
Tenure Track	3	-	-	3
Non-Tenure Track	45	7	175	227
School Total	**83**	**8**	**175**	**266**
School of Medicine				
Tenured	226	8	-	234
Tenure Track	96	5	-	101
Non-Tenure Track	1,040	132	60	1,232
School Total	**1,362**	**145**	**60**	**1,567**
School of Nursing				
Tenured	16	-	-	16
Tenure Track	8	-	-	8
Non-Tenure Track	108	18	249	375
School Total	**132**	**18**	**249**	**399**
School of Pharmacy				
Tenured	30	1	-	31
Tenure Track	11	1	-	12
Non-Tenure Track	29	7	6	42
School Total	**70**	**9**	**6**	**85**
School of Social Work				
Tenured	27	-	-	27
Tenure Track	9	-	-	9
Non-Tenure Track	45	6	140	191
School Total	**81**	**6**	**140**	**227**
UMB Totals	**1,840**	**236**	**645**	**2,721**

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The University continues to promote diversity within its faculty. As shown in the tables 3 and 4 below, the recruitment efforts directed toward women and minorities at UMB have been successful in producing diversity within the faculty, despite difficult economic pressures and a highly competitive environment.

SCHOOL FACULTY BY RACE

School	American Indian	Asian	Black	Hispanic	Pacific Islander	White	Multi-racial	Percent Minority
School of Dentistry	0	32	10	10	1	123	1	31%
Carey School of Law	0	11	23	4	0	227	1	15%
School of Medicine	2	381	109	39	1	1,026	9	35%
School of Nursing	1	28	68	6	0	295	1	26%
School of Pharmacy	0	19	6	1	0	59	0	31%
School of Social Work	2	9	47	0	0	169	0	26%
Total	5	480	263	60	2	1,899	12	30%

SCHOOL FACULTY BY GENDER

School	Male	Female	School Total
School of Dentistry	106	71	177
Carey School of Law	147	119	266
School of Medicine	915	652	1,567
School of Nursing	36	363	399
School of Pharmacy	40	45	85
School of Social Work	66	161	227
Total	1,310	1,411	2,721

ACADEMIC FREEDOM

In order to protect academic freedom at UMB, the Faculty Senate ratified an academic freedom resolution. This resolution does not protect plagiarism, abuse, or any illegal activities or illegal speech. It also does not protect faculty work from critique by other faculty members.

It addresses:

- freedom of research and publication
- freedom to determine standards
- freedom of teaching
- freedom of internal criticism
- freedom of participation in public debate

TEACHING

Excellence in teaching is a priority at UMB. School leaders realize that talented clinicians and practitioners often have no background in education theory or experience as classroom teachers. For this reason, supplemental education is made available to faculty members (see the table on the following page.)

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SCHOOL-BASED INITIATIVES TO SUPPORT TEACHING

School of Dentistry

Department funding for professional development

School-supported in-service programs

Carey School of Law

Faculty retreats on teaching

Initiative for pedagogical innovation

Pre-tenure and post-tenure reviews of teaching

School of Medicine

Workshops in instructional methods, curriculum development, and educational assessment

Teaching portfolios

Pass and Susel Academy of Educational Excellence

School of Nursing

Institute for Educators in Nursing and Health Professions

Office of Learning Technology faculty development workshops

12-credit teaching certificate program

School of Pharmacy

Teaching Excellence Day

Academic Affairs Support of Scholarship of Teaching

Peer-School Augmented Education

School of Social Work

Faculty teaching development series
- Navigating difficult conversations in the classroom
- Microaggressions and classroom cultures
- Implicit bias
- Creating gender-affirming classrooms
- Evidence-based teaching and learning

Technology seminar series
- Technology ethics
- Presentation best practices
- Social networking

Faculty "Lounge" website

Interprofessional education training

Graduate School

Tutorial for online teaching including:
- andragogy basics
- course design
- assessment
- copyright compliance
- ensuring academic integrity
- creating social presence
- Blackboard Learn

Individualized instructional design services and support to build courses

Support from Office of Academic Innovation staff
- Quality Matters informal reviews
- Standardized mid-course evaluations
- End of course evaluations
- Post-course debriefing sessions.

Educational curricula are designed, maintained, and updated by faculty and other professionals who are academically prepared and qualified. For example, the School of Nursing faculty oversee robust standards-based bachelors, master's, and doctoral programs. The faculty meet regularly to evaluate and revise courses, review evaluation data, analyze progress toward meeting strategic plan goals, and share insights gained from attendance at national conferences. Program advisory groups comprised of nursing alumni, employers, and other key stakeholders meet once or twice a year to discuss expected student outcomes and current trends in the health care setting relevant to each program and make appropriate recommendations

for improvement. Similarly, in the School of Dentistry, each course is reviewed on a periodic basis. Each course review takes into consideration a range of inputs including student evaluations, course director reflections, advances in science, advances in educational technologies, and/or peer review. After the departmental review, if revisions are proposed, course directors consult with the associate dean of academic affairs, the director of instructional evaluation, and the Predoctoral Curriculum Committee regarding the need to eliminate, reduce, add, or re-sequence curriculum content. For further discussion of curriculum review, see Standard 14: Assessment of Student Learning.

RESEARCH

UMB's faculty members excel in research. Many are world-renowned in such fields as global health, genomics, cancer, HIV/AIDS, vaccine development, schizophrenia, transplantation, trauma care, nursing informatics, health law, cyber law, pain management, drug discovery, behavioral health, and childhood mental health. Each of UMB's schools supports its faculty's research by providing numerous opportunities for continuing education and peer support.

SCHOOL-BASED INITIATIVES TO SUPPORT RESEARCH

School of Dentistry

Department funding for continuing education

Research training program

Mentoring program

School-supported in-service programs

Carey School of Law

Summer research grants

Junior faculty workshops in collaboration with University of Baltimore

Legal Theory workshops for faculty to present works

Summer "Half-Baked" lunch series for faculty to present works in early stages of development

School of Medicine

Office of Research Career Development workshops
- Grant writing
- Publishing research
- Identifying funding sources

Scientific Leadership and Professional Development Symposia

Seed funding for collaborative research projects

School of Nursing

UM Nursing Research subgroup supporting collaborative research between UMSON and UMMC

Collaborative relationship with UMB SOM Office of Research Career Development

Office of Research including two research centers and six or more pre/post award staff

School of Pharmacy

Organization of new research initiatives around SOP centers and institutes

Development of entrepreneurship in research

Identification of alternative funding sources

School of Social Work

Administrative data research projects
- LINKs, a multi-agency integrated data system for the state of Maryland
- Maryland Longitudinal Data System Center (MLDS), a statewide data system that contains individual-level student data and workforce data from all levels of education and the state's workforce

Graduate School

Time release to seek grant funding opportunities

Pedagogical research support through Blackboard Learn analytics

HS/HSL library support and librarian assistance embedded in courses fosters student and faculty research

SERVICE

At UMB, the desire to serve is expressed in the mission of the University to improve the human condition and serve the public good of Maryland and the society at-large. All members of the University community are eligible to join the UMB Kindness Initiative. The initiative is designed to promote a culture of compassion and helping on campus and in the Baltimore community through drop-in service events at UMB and our local communities. Additionally, each individual school maintains a robust array of service activities (see table below).

SCHOOL-BASED INITIATIVES TO SUPPORT SERVICE

School of Dentistry	School of Nursing
Maryland Healthiest Schools Initiative	Governor's Wellmobile
Maryland Oral Health Survey	Office of Global Health
Cecil County Fluoride Varnish Program	Leadership for the Center for Community-Based Engagement and Learning
"Sealant Saturday" Free Clinic	
Carey School of Law	**School of Pharmacy**
Multiple opportunities through clinics and other initiatives for service	PATIENTS Program
Provide legislative assistance through congressional and General Assembly testimony	A Bridge to Academic Excellence
JustAdvice Clinic	**School of Social Work**
School of Medicine	Social Work Community Outreach Service (SWCOS)
Sight-Savers Project	**Graduate School**
Project Feast	Release time offered for service
CommUNITY Fest at Lexington Market	Recognition for service at the state and national level
	Opportunities to serve on internal committees • admissions • curriculum review • progressions

ADJUNCTS

UMB's Policy on the Employment of Adjunct Faculty is designed to establish baseline standards for the University related to search processes, appointments, contracts, and conditions of employment for adjunct faculty. The goal of this policy is to assure a high quality of instruction by individuals with appropriate credentials and experience and to provide a set of policies that will lead to continuous improvement in the status of adjunct faculty at the University. The policy provides guidance on support for teaching, professional development, performance evaluation, advancement, as well as delineating a grievance process. Additionally, through the creation of the Adjunct I and Adjunct II positions, the policy provides adjuncts with an opportunity for promotion.

Pursuant to the adjunct policy, President Perman and senior leadership have met with adjunct representatives over the past two years to hear their concerns. Additionally, the Faculty Senate has a seat for an adjunct representative.

SUMMARY

UMB faculty and other professionals are appropriately prepared and qualified for the positions they hold, with roles and responsibilities clearly defined, and sufficiently numerous to fulfill those roles appropriately. Therefore, the University is in compliance with Standard 10: Faculty.