Note: BCCC terminated its faculty tenure system when the State of Maryland assumed control over the college from the City of Baltimore in 1990. However, the current Faculty Contract System as published in the BCCC Faculty Handbook is outlined below.

0.1 Faculty Contract System

The Faculty Contract System does not create a vested right in a continued property interest beyond the term of the contract and shall not be construed to give employment rights beyond the three year governance period as established by the General Assembly in Senate Bill 381 enacted as Chapter 220 Laws of Maryland (1990).

NEW FACULTY MEMBERS

This section applies to faculty hired after the implementation date of this policy.

A. Phase one: One-year contract.

After a search, a new faculty member will be employed under the terms of a one-year contract. Evaluation will be governed by the policy on faculty evaluation, and will include intensive coaching and formative evaluation during the first semester. A veteran faculty member will be asked to be the mentor to each new faculty member for the first year.

B. Phase two: alternatives depend upon performance.

Based upon the faculty member's performance in the first year, the College will have three alternatives:

1. Non-renewal of contract after the first year if performance was rated as poor.

2. A one-year contract extension if the performance was rated as fair, indicating marginal success as a faculty member. The faculty member will prepare (in cooperation with the Department Chairperson) a professional development plan in order to improve during the next year.

   If the rating during the extension year is poor or fair, the contract will not be renewed. If the performance rating during the extension year is good, very good, or excellent, a two-year contract will be offered to the faculty member.

3. A two-year contract if the performance was rated as good, very good, or excellent. If a faculty member receives a rating of fair or poor during the first year of the two-year contract, the faculty member will prepare (in cooperation with the Department Chairperson) a professional development plan in order to improve during the next year.
C. Phase three: Rolling three-year contract.

If a faculty member receives a rating of good, very good, or excellent in the second year of the two-year contract, he or she will be offered a rolling three-year contract. A term of three years is a reasonable balance between the need for management flexibility on the part of the College and job security on the part of the faculty member.

In the three-year contract, faculty members will be evaluated every year. If the faculty member receives a rating of good, very good, or excellent, the contract will be extended by one year. If the faculty member receives a rating of poor or fair, he or she will prepare (in cooperation with the Department Chairperson) a Professional Development Plan in order to improve during the next year. If the rating in the following year is poor or fair, the contract will run through the third year and not be renewed.

All faculty members will be evaluated every year.