



Resources for UMD Faculty Job Candidates



ADVANCE Program for Inclusive Excellence

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GETTING TO KNOW CAMPUS

- [Interactive Campus Map](#): Provides information about transportation, gender neutral bathrooms, lactation rooms, campus resource centers, in addition to campus landmarks.
- [UMD Virtual Tour](#): Interactive, narrated tour of UMD's Campus.
- [UMD Campus Counts](#): UMD Institutional Research, Planning, and Assessment (IRPA) publishes annual campus count reports, which includes a yearly demographic snapshot (e.g., race, gender, appointment type, rank) of UMD undergraduate and graduate students, faculty, and staff.

FACULTY RESOURCES

- [Division of Research](#): The Division of Research supports the research and grant activities of faculty and offers workshops and support for faculty seeking or managing grants.
- [Guidelines for Faculty Mentoring](#): The University requires that all faculty are provided with or offered the opportunity to receive mentorship. This document outlines the university policy on faculty mentor and guidance on establishing and maintaining good mentoring relationships.
- [Teaching Learning and Transformation Center](#): Provide workshops, resources, learning communities, consultations, and other information for all instructional personnel on campus.
- [Office of Faculty Affairs](#) (OFA): Supports all aspects of the faculty experience, including issues pertaining to promotion and tenure, awards, faculty development, procedures, and reporting. OFA supports the ongoing [professional development of faculty](#) through productivity groups, chair workshops, new faculty workshops, faculty forums, and Big 10 Academic Alliance faculty programs.
- [The Office of Diversity and Inclusion](#): Provides bias incident support services, resources, training, and education related to diversity, equity, and inclusion. Diversity and Equity Officers are also located within each academic unit.
- [ADVANCE Program for Inclusive Excellence](#): The ADVANCE Program supports the recruitment, retention, advancement, and professional growth of a diverse professoriate. Activities include faculty peer networks and workshops. Each college also has an ADVANCE Professor who leads activities within their college. The AP and ADVANCE staff are available to meet with faculty candidates in your college.
- [Faculty Ombuds](#): The Faculty Ombuds provides support and mediation, when necessary, when conflict emerges between faculty and other faculty and/or administrators.
- [Faculty and Staff Assistance Program](#): Provides assessments, referrals, and coaching to faculty and staff encountering work-related conflicts or other personal issues. Also provide workshops and consultations to departments/units.



- [Faculty Overload Guidelines](#): For non-federally funded projects, faculty may teach additional courses or perform administrative duties on an overload basis (beyond their normal workload) with the permission of their unit supervisor. In general, the Division of Academic Affairs seeks to limit overloads to two per calendar year for credit instruction (third and subsequent requests can be considered). There are different guidelines for [federally-funded overloads](#).
- [Faculty Travel Guidelines and Professional Development Funds](#): There are several policies that guide faculty travel for research or professional development. In general, travel and research funding (outside of grant-funded activities) is negotiated by each faculty member. Individual departments and colleges may also have their own internal mechanisms for supporting faculty research and professional development activities.

TENURE AND PROMOTION

- [OFA Promotion and Tenure Website](#): Contains the University policy on promotion and tenure for tenure-track, tenured, and professional track faculty, including the annual report on the percentage of candidates who are tenured and promoted.
- [OFA Tenure and Promotion Workshops](#): OFA hosts regular workshops about navigating the tenure and promotion process.

FAMILY-FRIENDLY POLICIES AND RESOURCES

- [Care@Work](#): UMD employees receive a free premium subscription to care.com; subsidized backup care for children, adults, and pets; and tuition discounts at participating childcare centers.
- [Campus Childcare Centers](#): UMD Child Development Center and The Center for Young Children offer childcare on/near campus for UMD employees.
- [College Park Childcare Resources](#): A list of high-quality childcare options in the area.
- [Faculty Parental Leave](#): Faculty receive a minimum of 12 work weeks of paid leave for the birth, adoption, or assumed guardianship of a child; Tenure delays and modified duties are also available.
- [Support for Nursing Mothers](#): Campus lactations rooms are located across campus.
- [Dual-Career Policies](#) ("Spousal Hire Support"): The Office of Faculty Affairs' Guidelines and Procedures for Recruiting and Hiring Dual-Career Spouses.
- [UMD Parents Google Group](#): A listserv for UMD employees with children.
- [Tuition Remission](#): UMD employees are eligible to receive tuition remission for themselves, their spouses, or dependents under 26 years of age.
- [UMD Summer Camps](#): From basketball to bugs, quidditch to classical music, UMD offers a host of summer enrichment activities for children of all ages.



WELLNESS RESOURCES AND BENEFITS

- [University Recreation and Wellness](#): UMD Faculty, staff, and their affiliates have access to all RecWell facilities at the daily, semester, and/or annual student rate.
- [Athletic Events](#): UMD employees received discounted tickets for football and men's basketball and can enter all other varsity sporting events for free with a university ID.
- [The Clarice Smith Performing Arts Center](#): Hosts music, theater, and dance performances through the year.

LIVING IN THE DC METRO/COLLEGE PARK AREA

- [Nearby Communities](#): Off-campus housing services is geared at students, but provides a useful list of neighborhoods in the area.
- [College Park Partnership](#): FT University employees can receive a \$15,000 forgivable loan for purchasing a house in College Park.
- [Top Ranked Public Schools](#): Maryland public schools are some of the best in the country.
- [College Park Playgrounds and Parks](#): The College Park area has a host of child-friendly playgrounds and parks.

CAMPUS CENTERS

- [Office of Diversity and Inclusion](#)
- [LGBT Equity Center](#)
- [Nyumburu Cultural Center](#)
- [UMD Counseling Center](#)
- [Office of Civil Rights & Sexual Misconduct](#)

FACULTY AND STAFF ASSOCIATIONS

- [Black Faculty and Staff Association](#)
- [Latina/o Employee Association](#)
- [Lesbian, Gay, and Bisexual Staff and Faculty](#)

PRESIDENT'S COMMISSIONS

- [President's Commission on Disability Issues](#)
- [President's Commission on LGBT Issues](#)
- [President's Commission on Ethnic Minority Issues](#)
- [President's Commission on Women's Issues](#)
- [Task Force on Community Policing](#)