Adjuncts as Effective Team Members

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Challenges

• Lack of Connection to College Community (Wilson, 2009).

• Retention—but with appropriate support, adjuncts retain just as many students as full-time faculty (Jaeger & Eagan, 2010; Jaschik, 2010; Bettinger & Terry, 2010).

• Time

• Pay/Benefits

• Professional Development
Solutions

- Adjunct Faculty Orientation
- Common Course Documents
- Mentoring
- Professional Development
- Professional Development Continuum
- Leadership Roles
- Recognition
Adjunct Faculty Orientation

• Welcome/Dinner/Announcements
• Prizes/Giveaways
• Breakout Sessions
  – New faculty orientation
  – Teaching technology
  – Instructional techniques
  – Community college student characteristics
  – Rubric scoring
  – Departmental planning
Common Course Documents

• Common Syllabus
  – Course learning outcomes
  – Metacognitive/student success learning outcomes
  – College resources
• Generic Course Outline
  – Textbook sections, homework, assessment by week
• Assessment Templates
  – Departmental writing samples, chapter tests, finals
  – Scoring rubrics
Formal Mentoring

- Initial Meeting, Regular Emails, and 24/7 Contact Info from Chair
- Regular Contact with Full-Time Faculty Member
- Access to Department Secretary
- Important Forms
- Workspace
- Institutional Email Address
- Shared Classroom Observations
Professional Development

- Adjunct Orientations
- College Professional Development
- Mini-Conferences/Regional Professional Association Meetings
- Instructional Technology Training
- Discussion Groups
- Adjunct Presentations
Professional Development Continuum

- Who are our students?
- What is the community college mission?
- What are recommended instructional practices?
- How do I teach with hands-on materials? Technology? Collaborative learning? (Etc.)
- How can I help students with metacognition?
- What can I teach other faculty members?
Leadership Roles

- Mission and Goals
- Textbook Selection
- Assessment Plan
- Recruitment/Community Outreach
- Advisory Committees
- Tutoring
- Professional Development
Recognition

• Senior Adjunct Status (with extra pay)
• Preferred Class Times
• Departmental Gear
• Thank You Notes
• College Website
• Media Publicity
• Recognition Event with Awards
References


References, Continued
