

Student Success Update

COLLEGE ACTION PROJECTS

Project Title: Improving the Adjunct Experience

Project #: 5.2.2

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HIGHLIGHTS

- GRCC allocates over \$80,000 to its Adjunct Resources Project to bring adjunct faculty offices up to minimum standards for numbers of desks, file cabinets, and computers.
- In Winter 2011, GRCC's Adjunct Survey assesses the degree to which adjunct faculty feel supported in their teaching by the College. Results yield next steps for GRCC.
- Adjunct Recruitment Fairs continue in 2011-12, helping GRCC to meet student demand for classes with highly qualified faculty.

INTRODUCTION

Over 600 adjunct faculty members regularly dedicate themselves to helping GRCC students reach their goals. In Winter Semester 2012, 52% of the total contact hours offered at GRCC were taught by adjunct faculty. Recognizing the scope and importance of the work our adjunct colleagues perform, as well as the direct impact that excellent teachers have on our students, GRCC adopted a multi-year action project dedicated to Improving the Adjunct Experience.

PURPOSE

Improving the Adjunct Experience is a three-year project, with 2011-12 being year two. The goals for this project are to: 1) develop consistent, yet discipline-appropriate, effective, and efficient ways to recruit, hire, and orient new adjunct faculty; 2) improve the support (teaching and learning infrastructure) for adjuncts; and 3) improve the observation and feedback process for adjuncts.

RESULTS

Year 2 of this project included the following accomplishments, among others.

- In the area of Recruiting, we held two more adjunct recruitment fairs and assessed their effectiveness.
- In the area of Support, we analyzed and communicated to all college stakeholders, including all adjunct faculty, the results of our Adjunct Survey, which assessed the extent to which adjunct faculty felt that they were supported in their teaching at GRCC, as well as next steps to be taken based on results.
- Also in the area of Support, we collaboratively created a set of minimum standards for adjunct office spaces (number of desks, file drawers, and computers per # of adjunct faculty). Our budget request of \$87,420 to bring all departments up to a minimum standard was approved.
- In the area of Observation and Feedback, the Associate Deans of Faculty Evaluation and Hiring continued to observe all new adjunct faculty in the classroom and to provide formative feedback to them. In 2011-2012, 77 new adjuncts were observed and given feedback.

GRCC

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IMPLICATIONS

Several next steps have been identified for this Action Project based on existing project goals, as well as an analysis of the quantitative results and open-ended comments from the winter 2011 Adjunct Survey.



- In the area of Orientation, we will pilot a new one-stop orientation “fair” for new adjunct faculty in Fall Semester 2012. Assistance for new adjuncts will be available from IT, Campus Police, Human Resources and Payroll, and Student Life.
- Also In the areas of Orientation and Support, we will unveil several new resources for new and continuing adjunct faculty in Fall 2012. These include a new adjunct resources website, a new Essential Information for Adjunct Faculty brochure, and a new orientation video (“Start in HR and end in the classroom”).
- In the area of Observation and Feedback, we were ready to launch a new Adjunct Observation and Feedback Program. We provided assurances to the Faculty Association that the observations would be for developmental purposes only. The Faculty Association determined that the new program was evaluative and subject to collective bargaining. Therefore, the bargaining teams will be developing an adjunct evaluation system jointly this year.

Adjunct Faculty Survey Results – Winter 2011 (Response Rate: 30%)	% Somewhat Agree, Agree or Strongly Agree
I had access to an orientation to the College	67%
I had access to an orientation to my Department	64%
I have access to the professional development opportunities I need to be an effective teacher in the classroom	82%
I have opportunities to collaborate with my colleagues	58%
I have access to mentoring by faculty colleagues	54%
I receive clear guidance on College policies and procedures	67%
The available office facilities fulfill my needs	61%
I have good access to the technologies I need for teaching	75%