Series, C. E. Engaging Adjunct and Full-Time Faculty in Student Success Innovation.

This article focuses on faculty and administrative methods for improved student success. This article describes the need for faculty engagement in closing the achievement gap. It also pays heed to the idea that most of the classes at community colleges are taught be adjuncts, and therefore any plans for increasing faculty engagement should include adjunct faculty. The authors write about the faculty and institutional obstacles that prevent engagement and offer 5 steps to improve student success. It lists examples of institutional ideas that can improve achievement and had a solid resource list at the end for further study.

http://www.publicagenda.org/files/ATD_engaging_faculty_in_student_success.pdf

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Engaging Adjunct and Full-Time Faculty in Student Success Innovation

Cutting Edge Series No. 1

Presentation by Will Friedman, Ph.D.

Alison Kadlec, Ph.D.

Public Engagement

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Framing for Deliberation
Engaging for Change
Building Civic Capacity

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- Nonprofit, nonpartisan organization that helps leaders and citizens collaborate on complex problems through:

  ➢ Nonpartisan opinion research

  ➢ Communications and engagement technical assistance

  ➢ Capacity building in all of the above

- Founding Partner of Achieving the Dream

  ➢ Faculty engagement workgroup, guide
  ➢ Web resource

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Common Obstacles

- Faculty workloads

- Initiative overload

- Resistance to mandates from above

- Lack of adjunct faculty integration

- Compensation, tenure and promotion policies encourage old values over new ones

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Principles and Practices
of Constructive Faculty Engagement

I. **Leadership** that respects faculty, inspires engagement

II. Create both a culture of **evidence** *and* a culture of **engagement**

III. Provide **resources**, **incentives** and **recognition**

IV. Institutionalize **expectations** and **opportunities**

V. Span silos and nurture a college culture that is **inquiry-based**, **collaborative** and **transparent**

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Exercise leadership that inspires engagement

- Articulate the vision and connect the dots

- Establish an atmosphere of collaboration

- Respect the knowledge, expertise and commitment of adjunct and full-time faculty

- Recognize accomplishments in public venues

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Use IR to Create a Culture of Engagement in Data

- Maintain transparency about how data is collected and analyzed

- Engage faculty leaders in developing relevant and meaningful data presentations

- Establish routine, faculty-friendly exchanges between IR and faculty that empower faculty to make sense of data

- Hire IR staff with social as well as technical competence

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Incentivize Engagement

- Provide release times and stipends when asking a major time commitment

- Offer high-caliber, career-building professional development opportunities for adjunct and full-time

- Reward faculty through formal recognition of achievements

- Expand departmental resources to adjunct faculty and make special effort to recognize their achievements

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Institutionalize Expectations and Opportunities for Engagement

- Capitalize on adjuncts' industry/workforce expertise in curriculum and degree design

- Use existing channels--such as convocations, faculty senate, instructional counsels, strategic planning--as vehicles for faculty participation in student success initiatives

- Set expectations for engagement at the hiring stage

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Span Silos

Avoid us/them dynamics that stymie change efforts through the things like:

- Faculty Work Groups and "FIGs"
- Adjunct/ Full-time Faculty Dialogues
- Campus Conversations and Faculty-Student Dialogues
- Data Summits

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To View the Full Report Please Visit:

www.publicagenda.org/articles/engaging-faculty-innovation-student-success

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