21 ways to boost an adjunct

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Associate Dean, Arts & Sciences
Macomb Community College
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Who are you?
Tell me in the chat what you do and where you’re from.
Michele Kelly, PhD

Associate Dean, Arts & Sciences

Dev Ed courses: English, Reading, CSSK

Other disciplines: Foreign Languages, Speech, Humanities, Religion & Mythology, Fine Art, Music, Film & Theater, Philosophy, Ethics & Logic, and International Studies

25 full-time faculty

120-150 part-time faculty
Adjunct faculty interact with students less often, use active and collaborative instructional strategies less frequently, spend less time preparing, and have lower academic expectations for their students than their full-time colleagues.

True or False?
Adjunct faculty have a small, but positive effect on student learning, especially in highly specialized areas.

True or False?
Instructor type makes no difference.

True or False?
All true?

Adjunct faculty make a negative impact.
Adjunct faculty make a positive impact.
Teacher type makes no difference.
BUT....

1) We rely on adjunct faculty to teach a large portion of our developmental and first-year courses

2) Adjunct faculty do not have equal access to the resources that we think support teaching excellence (e.g. office space, budget, benefits)
Students are more successful when they have great teachers.
There are inherent hurdles to great teaching if you are an adjunct faculty member.

What are they?

Can they be mitigated?
Macomb Community College
• 25,000+ for-credit students
• Over 50% classes taught by adjunct faculty
• Many adjunct programs
• 9 bargaining units
Mindset

- inclusion
- engagement
- influence

Adjunct: a thing added to something else as a supplemental rather than an essential part.
Expect v. Exploit
#2. Change the language

My language
Cultural language
Their language
#3 Find the Money.
#3. Find the money or the path

Who manages

• Library Enrichment?
• Center for Teaching & Learning?
• Community Programs?
• Non-Credit Programming?
• Distance Learning?
• Arts Centers/Galleries/Performances?
• Internal grants?
• Development funds?
It takes very little investment to show how invested you are.
Mindset

#2. Language is powerful.
#3. Find the money or the path.
“How do we make our adjunct faculty include themselves more?”
“My greatest difficulty is that I never know if I’m a real faculty member or not. My level of participation is entirely up to me, which is nice but it also meant I’m never sure if I’m genuinely invited.”

Meixner, Kruck, & Madden (2006)
Included.

#4. Know them.
#5. Be the elbow. Connect them.
#6. Meetings. All the meetings.
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<td>25</td>
<td>A &amp; S Dean meeting</td>
<td>Meeting about B rooms</td>
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<td>Rotary</td>
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<td>Schedule meeting</td>
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#4. Know them.

#5. Be the elbow. Connect them.

#6. Meetings. All the meetings.

#7. Decode policies.

#8. Constantly collaborate.
From: Spieles, Cassandra
Sent: Tuesday, September 29, 2015 9:59 AM
To: DL_MCC Staff
Subject: New MMII exhibit: "Food and Religion: The Ethical and Spiritual Dimensions of Eating"

Please share with your students and colleagues...

Event: "Food and Religion: The Ethical and Spiritual Dimensions of Eating"
Exhibit Creator: Jessica Sitek, Professor of Comparative Religions
Dates: At Center Campus: Monday, October 12-Sunday, October 18; At South Campus: Wednesday, October 21-Monday, October 26
Times: Exhibit is open during posted library hours
Locations: Center Campus C-262; South Campus Library Lobby
WebAdvisor 5-digit registration numbers: Center: 33711; South: 33715
Wednesday, March 29, 2017

**Book Discussion**
*Blackrock* by Judy Lee Burke
- Center Campus J262: 10AM-12PM
  - Registration Code: 45785
- South Campus J221: 10AM-12PM
  - Registration Code: 45784

**Film Viewing**
*Macomb County Vignettes*
- Center Campus C101: 2PM-4PM
  - Registration Code: 45787
- South Campus J221: 2PM-4PM
  - Registration Code: 45788

Sponsored by the Learning Resources Advisory Committee (LRAC), the Macomb Multicultural International Initiatives (MMII), and the Macomb College Libraries in partnership with OneMacomb.
Included.

#4. Know them.

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#6. Meetings. All the meetings.

#7. Decode policies.

#8. Constantly collaborate.

#9. Be an annoying advocate
“How do we make our adjunct faculty engage themselves more?”
ATTENTION IS A GIFT.
Engaged.

#10. Personal invitations.
#11. Professional development (leaders).
#12. Professional development (digest).
#13. Professional development ($$$).
#14. Listen and act.
#15. Share and act.
Your work has value.
You are essential.
Influential.

#16. Leverage their expertise.
#17. Report mechanism: let them tell you.
Michele Kelly, PhD
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Faculty always tell me about the interesting personal and professional things you are doing. Help me collect these examples and stories in this living faculty achievement portfolio. You can always access this survey if you click on Advance in my email signature; so feel free to add more as you do more!

1. Name.

2. Have you entered or have you finished a degree or certificate recently? Passed qualifying exams? Finished a thesis or dissertation? If so, tell me about your educational pursuits.

3. Have you published (intend to publish) anything lately? If so, tell me about it. Include the link or citation here.
Q1: Name.

Melissa Grunow

Q2: Have you entered or have you finished a degree or certificate recently? Passed qualifying exams? Finished a thesis or dissertation. If so, tell me about your educational pursuits.

Respondent skipped this question

Q3: Have you published (intend to publish) anything lately? If so, tell me about it. Include the link or citation here.

A previously published essay, "We're All Mad Here: A Field Guide to Feigning Sanity" was an editor's pick and republished in the Limestone journal 30th anniversary issue. (print only)

My essay, "Gamut" was published in the spring 2016 issue of The Nassau Review. (print only)

Q4: Are you presenting (or have you recently presented) at a professional conference(s)? If so, tell me about it. Include the link(s) or program description(s) here.

Not conferences, but two public readings/book signings for REALIZING RIVER CITY:

Madonna University Library in Livonia on May 19
Horizon Books in Traverse City on June 11

Q5: Are you involved at an officer or committee level to any professional organizations? If so, tell me about it. Include the link to the professional website and a description of your position and/or events you're planning.

Respondent skipped this question

Q6: Have you won any personal or professional awards lately? If so, tell me about them.

Second Place in the Fourth Genre Creative Nonfiction Prize hosted by Detroit Working Writers for my piece, "Kissing Ginger"
Influential.

#16. Leverage their expertise.
#17. Report mechanism: let them tell you.
#19. Rely on them, but pay them.
#20. Brainstorm with them.
#21. Get them a job.


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