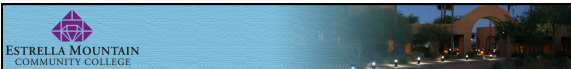


**Building Community with Adjuncts:
Virtual and Face to Face Tools**

Sylvia M. Orr, Ph. D.
Dean, Academic Affairs

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Adjunct Faculty
Math, Physics, and Engineering

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CHANDLER-SILBERT ESTRELLA MOUNTAIN GATEWAY GLENDALE MESA PARADISE VALLEY PHOENIX RIO SALADO SCOTTSDALE SOUTH MOUNTAIN

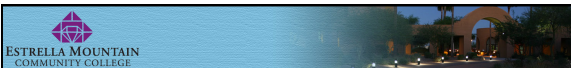


Objectives

Upon completion of this session, participants should be able to:

- Understand institutional benefits of well-prepared adjunct faculty
- Learn how to implement a multi-tiered strategy for adjunct faculty professional development and how to motivate adjuncts to take advantage of available training.


MARICOPA COMMUNITY COLLEGE



About Estrella Mountain

- Newest of the ten Maricopa Colleges, located 15 miles west of Phoenix
- Began offering classes in 1992
- Started its learning college journey in 2007
- Demographics
 - 8000 students
 - 77 full-time faculty
 - More than 370 adjunct faculty
 - Adjuncts teach approximately 66% of courses


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Past Training and Orientation

Adjunct Faculty Forum

- Conducted twice per year
- Included sessions for new & returning adjuncts
- Provided opportunity to meet college staff; learn of college-wide initiatives
- Included divisional break-out sessions
- *Years of Service Awards* given at Spring Forum
- At best, turnout was 33% of all adjunct faculty





The "Last" Forum


Jan 2009


In attendance

- 48 Adjunct Faculty
- 31 Administrators, Staff, Division Chairs, & Presenters

Total Cost: \$1214.21

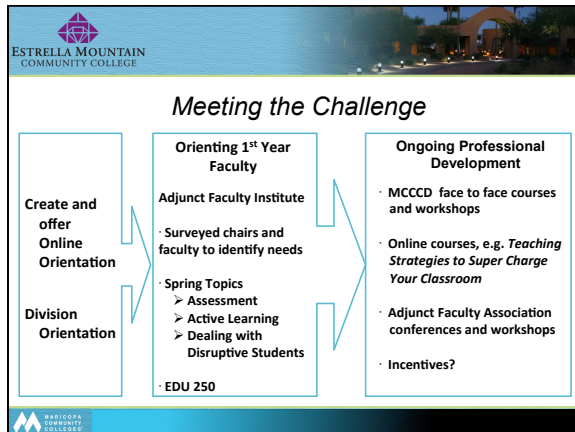
- Breakfast: \$514.08
- Lunch: \$700.13





Our Challenge

How to orient and train adjunct faculty?




Meeting the Challenge...

Online Adjunct Training & Orientation

- Began offering online orientation in Fall 2009
- Chairs recommend to adjuncts
- Initially on EMCC web server
- Migrated to Bb server in 2010
 - More accountability
 - Math, Physics and Engineering Division were pilot; two others followed suit
- Takes about 4 hours to navigate


Features of Online Orientation


- Quality
- Efficiency
- Cost Effectiveness
- Replication
- Creativity
- Learning
- Collaboration
- Won Estrella Mountain's 2010 Innovation of the Year Award



Advantages


- Interactive orientation website
- Organized by topic and by timeline
- Available 24/7
- Helps address needs of last minute hires
- Promotes success in classroom
- Cost effective tool
 - Hard dollar cost savings of \$4268/year
 - Opportunity costs--- 135 hours saved
 - Alleviates workload stress on staff





Main Advantage

Adjuncts - ready to teach on
Day One! ★

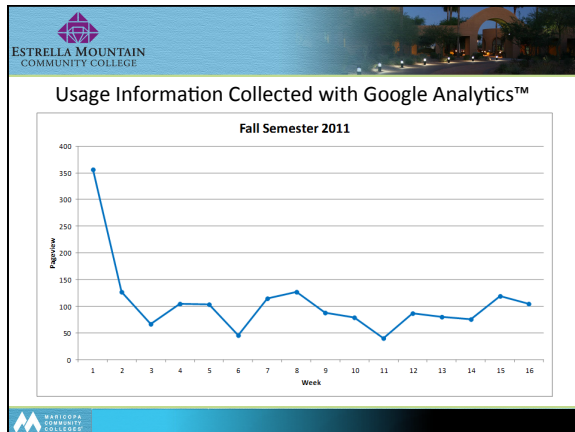


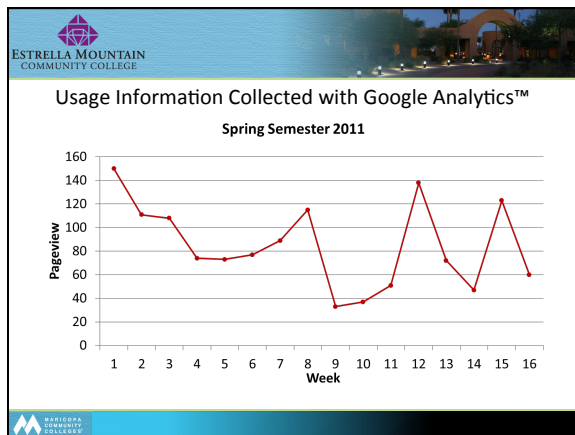


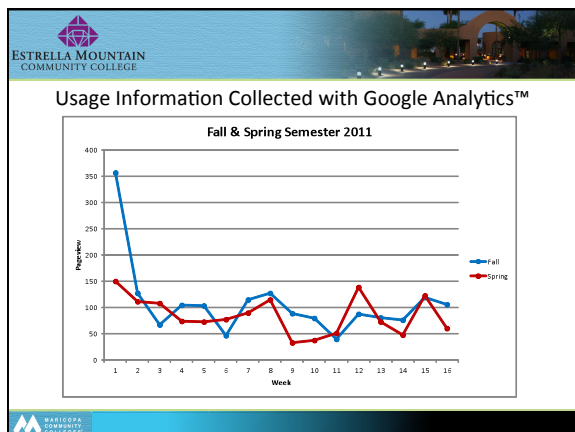
Demo of Online Orientation


<http://www.estrellamountain.edu/adjunctfaculty>














Adjunct Training & Orientation

- Division Orientation
 - Online and F2F
 - Tailored to division/ discipline
 - Syllabus depository
 - Evening supervisor
 - Ongoing resource for faculty

CTL supports each division










Adjunct Training & Orientation

- College-wide Workshops
 - F2F
 - Saturdays
 - Workshops fill
 - Adjunct responses are positive
 - Faculty compensated








Examples of Adjunct Training & Orientation

- Assessment in Action*
- Developmental Education is Everybody's Business*
- Exploring Technology to Enhance Learning*
- Mind Brain and Education Science: Best Teaching Practices Informed by How The Brain Learns*
- Coping Effectively with Classroom Challenges*






Adjunct Faculty Professional Learning Community

- Commenced Spring 2010
- Addresses needs and concerns of adjunct faculty
- Various topics addressed









Discussion

- What information do your adjunct faculty need to know by the first day of class?
- What issues have you had with adjunct orientation and training? How have you dealt with them? What works?
- How do you motivate adjunct faculty to take advantage of training? Do you provide incentives?
- Describe the adjunct training at your institution. Is it effective?





Thank You!

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