

# Engaging Adjunct Faculty

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*\*It is great to be in a team where everyone is so passionate about the work they do and about helping students. It makes my job easier and it makes it easier to effectively help students. \**

# *Engaging Adjunct Faculty*

## Purpose and Meaning

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- Think about an experience when you felt most inspired, valued and empowered in your career.
- Introduce yourself to two people sitting around you who you do not know.
- In your group of three, tell who you are, what college you're from and why you chose this strand.
- Now share your experience with your group.
- What do your experiences have in common?

## *Engaging Adjunct Faculty*

Why do we need to engage Adjuncts?

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- Make up the majority of instructor base at our colleges, therefore teach the most students.
- Retain effective instructors
- So they have experiences at our college that inspire, empower and are valuable

## *Engaging Adjunct Faculty*

How do we engage Adjuncts so we can retain effective instructors and they can continue to have empowering experiences at our colleges?

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- Compensate them (\$\$\$)
- Support
- Encourage collaboration- pedagogical discussions
- A reason to believe in their college and institution
- Involve in problem solving- part of the “bigger picture”
- Challenge- set goals
- Curriculum development opportunities based on their authentic practices
- Value their work- give feedback
- Celebrate, acknowledge successes
- Model!

# *Engaging Adjunct Faculty*

How do we know it works?

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- Retention
- Adjuncts engaging in enriching, pedagogical discussion among themselves and others in college.
- Try new practices, active learners
- Work towards career goals within college

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