Academic Chairpersons Conference
Proceedings

36th Academic Chairpersons Conference,
Houston, TX

Supporting Adjunct Faculty

Sarah Edwards
University of Nebraska at Omaha, skedwards@unomaha.edu

Follow this and additional works at: https://newprairiepress.org/accp

Part of the Educational Leadership Commons, and the Higher Education Administration Commons

Recommended Citation

Title: Supporting Adjunct Faculty

Theme: Working with Faculty and Administration

Presentation Description:
One of a chairperson's many duties is to hire and support adjunct faculty. Helping adjuncts get to know campus policies, grow their instructional expertise and contribute to program assessments is a huge responsibility for a chairperson. This session will share practices that can support chairpersons as they work to support adjunct faculty. Participants in this session will hear ideas gained from the past decade of one departments' practice in supporting approximately 100 individual adjunct faculty each academic year. Practices include:

- Onboarding and orientation through Adjunct Academies held prior to each semester,
- Access to campus systems through both online and face-to-face trainings,
- On-going professional development by connecting adjuncts to campus events and content mentoring through full-time faculty collaborations,
- Evaluation and assessment support, and
- Recognition and rewards

Relevance:
This session will be focused on sharing one department's practices in a conversational manner with participants so that through a facilitated conversation, everyone will walk away with a new idea of how to maximize adjunct support without adding undue pressure to the chairperson's role in supporting adjunct faculty. This three-part model appropriately distributes the responsibility across all faculty rather than making the chairperson the sole support provider.

Recommendations for Chairpersons:
Our process in creating this system was to 1) hold Adjunct Academies to share information and resources, 2) provide faculty workload for those who support the systems for adjunct professional development, and 3) match each adjunct faculty with a full-time faculty mentor for content and course conversations. Chairpersons must invest in systems to support their adjuncts who do their work for little pay and often no recognition. The hope is that conversations in the session around this structure to support adjuncts will provide chairpersons with a map to replicate at their own institutions.