Cultivating Adjunct Faculty Development and Engagement
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“Good teaching is forever and the teacher is immortal” - Jesse Stuart
Session Agenda

• Session Goals
• Wentworth Institute of Technology
• Holistic View of Faculty
• Faculty Recruitment, Onboarding, Training, Support
• Questions
Session Learning Objectives

• Assess strategies to recruit, onboard, and develop faculty for face-to-face, online, and hybrid programs.
• Understand different models of professional development for faculty teaching in online or hybrid models.
Wentworth Institute of Technology

• Do – Learn- Succeed
  – Career Focused
  – Experiential Learning
WIT Colleges

- College of Architecture, Design & Construction Management
- College of Arts & Sciences
- College of Engineering & Technology
- College of Professional & Continuing Education
College of Professional and Continuing Education

• Focus on Adult Learners
• Various Learning Modalities
  – Online – Blended – Face to Face
• Various Learning Options
  – Master’s Degrees – Bachelor’s Degrees – Associate Degrees
  – Certificates – Workforce Training
Holistic Faculty View

• Create a robust learning environment
  – Faculty are dedicated to superior teaching and learning
• Recruiting the right faculty members to teach in the appropriate modality
CPCE Faculty

- Full Time Faculty
- Adjunct Faculty
Growth of Adjunct Faculty

• From the fall of 1993 through the fall of 2013, adjunct faculty roles have grown 104% (Kena et. al., 2015)
Benefits of Adjunct Faculty

• Bring Specialized Knowledge and Experience Into The Classroom
• Bring Connections To Business and Industry
• Can Add Diversity and Flexibility
• Allow For More Agile Scheduling

(Wallin, 2007)
Faculty Recruitment

• Comprehensive plan
  – Ongoing outreach for high quality faculty
  – Interviewing/Hiring – Collaborative College Process
  – Training
  – Preparation/Mentoring
Onboarding Process

- School Infrastructure and Support
- Clearly Identified Performance Expectations
- Consistent Performance Expectations
- Consistent Assessment Methods
- Effective Communication
- Faculty Support and Training

(Adams & Dority, 2005)
Faculty Engagement Team

- Involvement in Policy Development
- Connecting CPCE Faculty with Campus
- Quality Control and Institutional Alignment
Policy Development

• Faculty Expectations
• On Campus Contact Points
Hiring New Faculty

• Applying For Openings
• Interview Process
  – Involve Academic Departments
• Training/Technology Preparation
Onboarding Process

• Human Resources
• Director of Faculty Services
• Online Training/Course Preparation
Onboarding Foundations

- Content Knowledge & Sharing
- Active Learning Strategies
- Coherence of Learning Activities
- Mentoring & Coaching

(Garet et al., 2001)
Faculty Course Preparation

• Chance To Be A Student Before Teaching Students
• Learning Teaching Strategies And Developing Plans To Implement Strategies In Class
• Allows Time For Practice and Preparation For Learner Centered Instruction

(Murthy, Iyer, & Warriem, 2015)
Faculty Integration Opportunities

• Invited To Participate In Campus Opportunities
  – Onboarding/Training
  – Recruiting Events
  – Professional Development
• Part Of Campus Materials
  – Marketing Materials
  – Website Collateral
Professional Development

College Provided
- Faculty Meetings
- Trainings
- Peer Sharing/Mentoring

Institute Provided
- Learning Innovation Technology Team
- Opening Weeks
CPCE Faculty Onboarding

• Experience resources like our students would before entering the classroom
• Learn how to use the learning management system
• Understand institutional policies and contact points
• Learn best practices for use in faculty classroom
Goals of Professional Development

• Create A Pedagogical Community On Campus
• Facilitates Faculty Members Becoming More Effective In The Classroom
  (Shahid & Azhar, 2014)
Faculty Support

• Administrative
• Academic
• Peer/Mentoring
Questions
References


References

