

Part-Time Instructors: Hiring Practices and Professional Development

Part-time and full-time instructors have become an ever increasing part of higher education's teaching staff. While CTL workshops have always been open to all who provide instructional services, we would also like to provide a discussion forum for our instructors' contributions to the instructional mission of the University. Last semester, we offered an orientation specifically for instructors for the first time. We will increase our efforts of reaching more instructors as they join our campus. This semester, we want to draw some attention to the need for increased professional development of (part-time) instructors. To that purpose, we have invited an outside speaker with expertise in developing and hiring instructors. Although the topic addresses itself particularly to department chairs and administrators, everybody is welcome to join the workshop:

"SELECTING AND DEVELOPING INSTRUCTORS:
A Workshop for Administrators and Department Heads"

By Dr. Velma Lashbrook
Friday, Feb. 9, 9a.m. – 12 noon
CTL Seminar Room, LIB 310



VELMA LASHBROOK is a consultant, researcher, learning designer, and facilitator in the areas of leadership, human resource development, critical thinking, and research and evaluation. She holds an Ed.D. in Communication and Educational Psychology from West Virginia University and currently teaches part-time at Augsburg College, the University of Minnesota, and the University of Phoenix Online. After 20 years as a research and development executive for Wilson Learning Corporation, a performance improvement company serving multinational corporations, she founded her own consulting practice. In her practice she provides research, consulting, and learning solutions to address strategic planning, implementation, and leadership development issues for organizations.

Session Description:

From 1975 to 2003, the percentage of faculty employed part-time has increased from 30 percent to 46 percent. How well institutions manage this often overlooked human resource increasingly determines how well they achieve their educational mission. Referencing current research regarding part-time faculty and effective staffing practices, this workshop engages participants in the process of clarifying desired outcomes, assessing current practices, and designing strategies to improve the selection and development of adjunct faculty. Participants will receive a toolkit (including concrete examples) to assist in recruiting, selecting, orienting, developing, and involving adjunct faculty in support of the educational mission. The workshop employs a strategy mapping process to help participants clarify what is most important and how to achieve it cost-effectively. Please **R.S.V.P.** the CTL so that we can prepare the appropriate number of toolkits.

Related Resources

www.4faculty.org/

4faculty.org is an online professional development network of resources and learning modules designed specifically for the needs of community college faculty. It orients faculty to teaching and learning, offers resources for use in the classroom, links faculty to their college's information, and encourages dialogue between faculty members. Faculty of member institutions may set up a personalized account and select from 26 content modules, or they may opt for one of two set tracks: a new-faculty orientation or a series of modules for veteran faculty. They may also choose a three-hour quick introduction to their college and community college teaching. Guests may browse a number of useful tools and demos but don't have access to all materials.

www.adjunctsuccess.net

AdjunctSuccess is the only organization dedicated solely to the professional development needs of part-time professors. For one annual subscription, clients can attend up to 15 Webinars, receive a biweekly e-newsletter, dialogue with other adjunct professors on scheduled topics in the AS Café, and access printable and online resources.

<http://valenciacc.edu/adjunct/>

Adjunct Faculty is the home page for adjunct faculty at Valencia Community College with a variety of useful resources, among other things a description of the *Associate Faculty Certificate Program*.

www.scenariosonline.com/default.asp

ScenariosOnline is a Valencia Community College business entity. The unit's primary function is development and delivery of scalable web-based professional development programs for faculty, administrators and staff. *ScenariosOnline* provides scalable, online strategies for addressing these challenges. *ScenariosOnline* programs focus on topics such as adjunct and new faculty engagement, integration of technology and facilitating and assessing student learning.

www.adjunctimpact.com

AdjunctImpact is a program whose core can be delivered on DVD and online. It is currently pilot-tested at the University of Texas, Brownsville. The university interacts with adjuncts in two ways: *Personal contact*: All new adjuncts attend a personal and group orientation that includes an introduction to *AdjunctImpact™ Online*, *just-in-time services*: The minute they are hired, all new adjuncts have an *AdjunctImpact* account that connects them to the information and training they need.

www.teachingforsuccess.com

A membership-based service that provides electronic information of effective teaching practices and other resources. Annual membership is \$997.

Greive, D.E., & C.A. Worden (eds.). (2000). *Managing Adjunct & Part-Time Faculty for the New Millennium*. Elyria, OH: Info-Tec.

Wallin, D.L. (ed.). (2005). *Adjunct Faculty in Community Colleges: An Academic Administrator's Guide to Recruiting, Supporting, and Retaining Great Teachers*. Bolton MA: Anker Publishing.

Part-Time Press: Publisher of Instructional Materials for Adjunct Faculty. www.Part-TimePress.com